DOCUMENT RESUME

ED 408 934 HE 030 279

AUTHOR	Howe, Richard D
TITLE	Salary-Trend Studies of Faculty for the Years 1992-93 and 1995-96 in the Following Academic Disciplines/Major Fields: History, General...Visual and Performing Arts.
INSTITUTION	Appalachian Consortium, Inc., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE	96
NOTE	237p.; For related document, see HE 030 278. For earlier salary trends, see ED 386 966-967.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE	MF01/PC10 Plus Postage.
DESCRIPTORS	Academic Rank (Professional); Area Studies; *College Faculty; Comparative Analysis; *Compensation (Remuneration); Educational Administration; Ethnic Studies; Higher Education; History; Home Economics; Law Related Education; Music Teachers; Nursing Education; Occupational Therapy; Philosophy; Physical Education Teachers; Physical Sciences; Physical Therapy; Political Science; Psychology; Public Health; Reading Teachers; Religion Studies; Social Sciences; Social Studies; Social Work; Sociology; Special Education; Speech Instruction; Teacher Education; Teacher Educator Education; *Teacher Salaries; Theater Arts; Trend Analysis; Visual Arts

ABSTRACT

This document provides comparative salary trend data for full-time faculty at 212 public and 337 private colleges and universities, based on two surveys, one for the baseline year 1992-93 and the other for the "trend" year 1995-96. For each of 26 disciplines, a summary review provides a definition of the discipline; information on average salaries by rank, including "new assistant professor"; faculty mix percentage; and comparisons between the two study years and the Consumer Price Index. Appended to the review of each discipline are lists of the 41 disciplines surveyed and the public and private institutions that participated in that segment of the study. Data and summary details are provided for the following disciplines/major fields: History, General; Home Economics; Instructional Media Technology; Library Science; Mathematics; Multi-Interdisciplinary Studies; Music, General; Nursing; Occupational Therapy; Parks, Recreation, Leisure, and Fitness Studies; Philosophy and Religion; Physical Science; Physical Therapy; Physics; Political Science, General; Psychology; Protective Services; Public Health; Reading Teacher Education; Social Sciences; Social Work; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts. (CH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 408 934

SALARY-TREND ARTICLES OF FACULTY FOR THE YEARS 1992-93 AND 1995-96 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

History, General; Home Economics; Instructional Media Technology; Library Science; Mathematics; Multi-Interdisciplinary Studies; Music, General; Nursing; Occupational Therapy; Parks, Recreation, Leisure and Fitness Studies; Philosophy and Religion; Physical Science; Physical Therapy; Physics; Political Science, General; Psychology; Protective Services; Public Health; Reading Teacher Education; Social Sciences; Social Work; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and, Visual and Performing Arts

by
Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

HE030 229

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☑ Minor changes have been made to improve reproduction quality.
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
Richard D. Howe
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

BEST COPY AVAILABLE

SALARY-TREND ARTICLES OF FACULTY FOR THE YEARS 1992-93 AND 1995-96 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

History, General; Home Economics; Instructional Media Technology; Library Science; Mathematics; Multi-Interdisciplinary Studies; Music, General; Nursing; Occupational Therapy; Parks, Recreation, Leisure and Fitness Studies; Philosophy and Religion; Physical Science; Physical Therapy; Physics; Political Science, General; Psychology; Protective Services; Public Health; Reading Teacher Education; Social Sciences; Social Work; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and, Visual and Performing Arts

by
Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

FOREWORD

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1995-96. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1992-93 and 1995-96 surveys were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields, 26 of which are included herein as articles in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 26 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96 for both public and private participating institutions. Of the 269 public institutions which participated in CUPA's public survey of 1992-93, 212 also participated in the 1995-96 survey. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's private survey of 1992-93, 337 also participated in the 1995-96 survey. Data from those same 337 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 26 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 26 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1992-93 and 1995-96) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The overall list of 51 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

BEST COPY AVAILABLE

SALARY-TREND STUDY OF FACULTY IN HISTORY, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including History. The CIP defines the discipline/major field of History as,

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 146--45.0801).]

This article summarizes the overall average salary increases in the discipline/major field of History for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in

1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of History for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.6 for associate professors of History in the 1992-93 public study means that 24.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of History in the 1992-93 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of History with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	52997	1000	176	41718	500	153	31672	485	141	31452	118	76	26333	45	33	44533	2030	179
FAC MIX PCT:	49.3%			24.6%			23.9%			5.8%			2.2%			100.0%		
SALARY FACTOR:	0.97			0.96			0.88			0.91			0.98			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	57810	939	174	44676	524	151	35057	534	166	32693	108	72	28704	61	40	47700	2058	184
FAC MIX PCT:	45.6%			25.5%			25.9%			5.2%			3.0%			100.0%		
SALARY FACTOR:	0.97			0.94			0.90			0.90			0.99			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
- - - - - -																		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	52402	599	232	41208	394	181	32880	348	178	31330	56	48	30428	42	27	43634	1383	285
FAC MIX PCT:	43.3%			28.5%			25.2%			4.0%			3.0%			100.0%		
SALARY FACTOR:	0.96			0.97			0.94			0.96			1.05			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	58610	644	245	44844	421	194	35566	362	192	33375	57	46	29988	32	24	48292	1459	298
FAC MIX PCT:	44.1%			28.9%			24.8%			3.9%			2.2%			100.0%		
SALARY FACTOR:	0.98			0.97			0.94			0.92			0.99			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of History was reported in 179 of the 212 public institutions. The average salary of the 2,030 faculty was $44,533. This average salary was approximately 1.5 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, History was reported in 184 of the same 212 public institutions. The average salary of the 2,058 faculty was $47,700. This average salary was approximately .3 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of History in the public institutions studied was 7.1 percent ($47,700 minus $44,533 equals $3,167). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in History average faculty salaries over the three-year period by 1.3 percent or an average of .4 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of History (7.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.0 percent more than the faculty in the discipline/major field of History.

In the 1992-93 study the faculty mix percentage in History is higher at the professor rank than at the assistant professor rank: 49.3 percent vs. 23.9 percent; in the 1995-96 study it is 45.6 percent vs. 25.9 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in History in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.8 percent (118/2,030) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.2 percent (108/2.058) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of History was reported in 285 the 337 private institutions. The average salary of the 1,383 faculty was $43,634, an average salary 1.1 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 298 of the same 337 private institutions reported History. The average salary of the 1,459 faculty was $48,298, an average salary 1.8 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in History in the private institutions studies was 10.7 percent ($48,298 minus $43,634 equals $4,664). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of History over the three-year time period, is 2.3 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to History (10.7%), the faculty in ALL MAJOR FIELDS increased their salaries .7 percent (10.7% minus 10.0 equals .7%) less than faculty in History.

For both studies in the discipline/major field of History, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 43.3 percent vs. 25.2 percent (1992-93); and 44.1 percent vs. 24.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in History was the same as that of the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.0 percent (56/1.383) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.9 percent (57/1,459) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of History and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of History participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of History in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in History in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in History in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in History, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of History is still emerging in the academy.

Finally, the hiring rate for new assistant professors in History in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of History has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Home Economics. The CIP defines the discipline/major field of Home Economics as,

> A summary of groups of instructional programs that describe the relationship of the physical, social, enotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 103--19).]

This article summarizes the overall average salary increases in the discipline/major field of Home Economics for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Home Economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.9 for associate professors of Home Economics in the 1992-93 public study means that 32.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Home Economics in the 1992-93 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Home Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	53795	123	46	41825	204	47	34757	224	55	34081	23	19	26639	70	37	39935	621	61
FAC MIX PCT:	19.8%			32.9%			36.1%			3.7%			11.3%			100.0%		
SALARY FACTOR:	0.99			0.96			0.96			0.98			0.99			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	58766	133	46	46203	196	47	37113	203	52	33766	24	17	28261	67	34	43905	599	57
FAC MIX PCT:	22.2%			32.7%			33.9%			4.0%			11.2%			100.0%		
SALARY FACTOR:	0.99			0.98			0.95			0.93			0.97			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	43082	9	8	37149	36	23	33078	49	22	34419	7	4	26724	3	3	35320	9	29
FAC MIX PCT:	9.3%			37.1%			50.5%			7.2%			3.1%			100.0%		
SALARY FACTOR:	0.79			0.88			0.95			1.05			0.92			0.82		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	47475	12	10	40182	32	19	36534	36	20	34828	5	5	29740	7	6	38838	87	28
FAC MIX PCT:	13.8%			36.8%			41.4%			5.7%			8.0%			100.0%		
SALARY FACTOR:	0.79			0.87			0.96			0.96			0.98			0.82		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Home Economics was reported in 61 of the 212 public institutions. The average salary of the 521 faculty was $39,935. This average salary was approximately 9.9 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Home Economics was reported in 57 of the same 212 public institutions. The average salary of the 599 faculty was $43,905. This average salary was approximately 9.0 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Home Economics in the public institutions studied was 9.9 percent ($43,905 minus $39,935 equals $3,970). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Home Economics average faculty salaries over the three-year period by 1.5 percent or an average of .5 percent each year above the cost-of-living,

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Home Economics (9.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent less than the faculty in the discipline/major field of Home Economics.

In the 1992-93 study the faculty mix percentage in Home Economics is lower at the professor rank than at the assistant professor rank: 19.8 percent vs. 36.1 percent; in the 1995-96 study it is 22.2 percent vs. 33.9 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Home Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.7 percent (23/621) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.0 percent (24/599) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Home Economics was reported in 29 the 337 private institutions. The average salary of the 97 faculty was $35,320, an average salary 22.1 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 28 of the same 337 private institutions reported Home Economics. The average salary of the 87 faculty was $38,838, an average salary 22.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Home Economics in the private institutions studies was 10.0 percent ($38,838 minus $35,320 equals $3,518). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Home Economics over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Home Economics (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries the same amount as the faculty of Home Economics.

For both studies in the discipline/major field of Home Economics, the faculty mix percentage is loweringher at the professor rank in comparison to the assistant professor rank: 9.3 percent vs. 50.5 percent (1992-93); and 13.8 percent vs. 41.4 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Home Economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 7.2 percent (7/97) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.7 percent (5/87) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Home Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Home Economics participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Home Economics in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Home Economics in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Home Economics in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Home Economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Home Economics is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Home Economics in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Home Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN INSTRUCTIONAL MEDIA TECHNOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Instructional Media Technology. The _CIP_ defines the discipline/major field of Instructional Media Technology as,

> An instructional program that prepares individuals to assist instructional media designers and other communications professionals in preparing educational and training films, tapes, recordings, videos, slides and overheads, and in operating related technical equipment.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 69--10.0101).]

This article summarizes the overall average salary increases in the discipline/major field of Instructional Media Technology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Instructional Media Technology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 33.7 for associate professors of Instructional Media Technology in the 1992-93 public study means that 33.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Instructional Media Technology in the 1992-93 public study means that their average salary was two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Instructional Media Technology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS TECHNOLOGIES																		
PUBLIC 1992-93: MAJOR FIELD: Educational/Instructional Media Tech./Technician																		
AVERAGE SALARY:	54990	24	11	42880	31	13	33893	23	12	30625	2	2	29064	14	8	41690	92	15
FAC MIX PCT:	26.1%			33.7%			25.0%			2.2%			15.2%			100.0%		
SALARY FACTOR:	1.01			0.98			0.94			0.88			1.08			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: COMMUNICATIONS TECHNOLOGIES																		
PUBLIC, 1995-96: MAJOR FIELD: Educational/Instructional Media Tech./Technician																		
AVERAGE SALARY:	60501	26	12	47670	35	16	39805	39	17	33439	6	6	27976	5	4	46988	105	22
FAC MIX PCT:	24.8%			33.3%			37.1%			5.7%			4.8%			100.0%		
SALARY FACTOR:	1.01			1.01			1.02			0.92			0.96			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: COMMUNICATIONS TECHNOLOGIES																		
PRIVATE, 92-93: MAJOR FIELD: Educational/Instructional Media Tech./Technician																		
AVERAGE SALARY:	53808	20	11	41487	26	13	34421	53	18	30854	8	7	25855	6	4	39374	105	26
FAC MIX PCT:	19.0%			24.8%			50.5%			7.6%			5.7%			100.0%		
SALARY FACTOR:	0.99			0.98			0.98			0.94			0.89			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: COMMUNICATIONS TECHNOLOGIES																		
PRIVATE, 1995-96: MAJOR FIELD: Educational/Instructional Media Tech./Technician																		
AVERAGE SALARY:	56095	21	11	46174	45	13	38436	34	15	37517	7	4	31401	11	5	44217	111	23
FAC MIX PCT:	18.9%			40.5%			30.6%			6.3%			9.9%			100.0%		
SALARY FACTOR:	0.93			1.00			1.01			1.04			1.03			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Instructional Media Technology was reported in 15 of the 212 public institutions. The average salary of the 92 faculty was $41,690. This average salary was approximately 5.2 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Instructional Media Technology was reported in 22 of the same 212 public institutions. The average salary of the 105 faculty was $46,988. This average salary was approximately 1.8 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Instructional Media Technology in the public institutions studied was 12.7 percent ($46,988 minus $41,690 equals $5,298). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Instructional Media Technology average faculty salaries over the three-year period by 4.3 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Instructional Media Technology (12.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.6 percent less than the faculty in the discipline/major field of Instructional Media Technology.

In the 1992-93 study the faculty mix percentage in Instructional Media Technology is higher at the professor rank than at the assistant professor rank: 26.1 percent vs. 25.0 percent; in the 1995-96 study it is 24.8 percent vs. 37.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Instructional Media Technology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.2 percent (2/92) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.7 percent (151/3,692) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Instructional Media Technology was reported in 26 the 337 private institutions. The average salary of the 105 faculty was $39,374, which was 9.6 percent below the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 23 of the same 337 private institutions reported Instructional Media Technology. The average salary of the 111 faculty was $44,217, an average salary 7.3 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Instructional Media Technology in the private institutions studies was 12.3 percent ($44,217 minus $39,374 equals $4,843). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Instructional Media Technology over the three-year time period, is 3.9 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Instructional Media Technology (12.3%), the faculty in ALL MAJOR FIELDS increased their salaries 2.3 percent (12.3% minus 10.0 equals 2.3%) less than faculty in Instructional Media Technology.

For both studies in the discipline/major field of Instructional Media Technology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 19.0 percent vs. 50.5 percent (1992-93); and 18.9 percent vs. 30.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Instructional Media Technology was higher than the hiring rate in ALL MAJOR FIELDS in the 1992--93 private study: 7.6 percent (8/105) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6.34.3 percent (7/111) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Instructional Media Technology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies---one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 413 (.2%) faculty in the discipline/major field of Instructional

Media Technology participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/-major field of Instructional Media Technology in 1992-93 were five percent and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Instructional Media Technology in 1995-96 were two percent and seven percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Instructional Media Technology in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Instructional Media Technology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Instructional Media Technology is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Instructional Media Technology in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Instructional Media Technology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Library Science. The CIP defines the discipline/major field of Library Science as,

> A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 113--25).]

This article summarizes the overall average salary increases in the discipline/major field of Library Science for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Library Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 27.9 for associate professors of Library Science in the 1992-93 public study means that 27.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Library Science in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Library Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
AVERAGE SALARY:	56987	45	19	47871	128	29	35661	133	27	32111	9	6	27088	31	11	42358	337	35
FAC MIX PCT:	13.4%			38.0%			39.5%			2.7%			9.2%			100.0%		
SALARY FACTOR:	1.05			1.10			0.99			0.93			1.01			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
AVERAGE SALARY:	58692	44	18	45334	115	28	34356	140	32	29646	14	9	27891	46	14	40257	345	37
FAC MIX PCT:	12.8%			33.3%			40.6%			4.1%			13.3%			100.0%		
SALARY FACTOR:	0.98			0.96			0.88			0.82			0.96			0.84		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
AVERAGE SALARY:	50596	9	9	39100	48	21	29778	64	27	26627	7	5	24785	16	13	33828	137	30
FAC MIX PCT:	6 6%			35.0%			46.7%			5.1%			11.7%			100.0%		
SALARY FACTOR:	0.93			0.92			0.85			0.81			0.86			0.78		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
AVERAGE SALARY:	46815	20	13	43249	54	27	33580	68	29	33094	10	8	28370	21	13	37736	163	36
FAC MIX PCT:	12.3%			33.1%			41.7%			6.1%			12.9%			100.0%		
SALARY FACTOR:	0.78			0.94			0.88			0.92			0.93			0.80		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Library Science was reported in 35 of the 212 public institutions. The average salary of the 337 faculty was $42,358. This average salary was approximately 3.6 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Library Science was reported in 37 of the same 212 public institutions. The average salary of the 345 faculty was $40,257. This average salary was approximately 18.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Library Science in the public institutions studied was -5.2 percent ($40,257 minus $42,358 equals $-2,101). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Library Science average faculty salaries over the three-year period by 13.6 percent or an average of 4.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Library Science (-5.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 14.6 percent more than the faculty in the discipline/major field of Library Science.

In the 1992-93 study the faculty mix percentage in Library Science is lower at the professor rank than at the assistant professor rank: 13.4 percent vs. 39.5 percent; in the 1995-96 study it is 12.8 percent vs. 40.6 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Library Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.7 percent (9/337) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.1 percent (14/345) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Library Science was reported in 30 the 337 private institutions. The average salary of the 137 faculty was $33,838, an average salary 27.5 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 36 of the same 337 private institutions reported Library Science. The average salary of the 163 faculty was $37,736, an average salary 25.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Library Science in the private institutions studies was 11.5 percent ($37,736 minus $33,828 equals $3,908). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Library Science over the three-year time period, is 3.1 percent or 1.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Library Science (11.5%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (11.5% minus 10.0 equals 1.5%) less than faculty in Library Science.

For both studies in the discipline/major field of Library Science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 6.6 percent vs. 46.7 percent (1992-93); and 12.3 percent vs. 41.7 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Library Science was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 52.1 percent (7/137) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6.1 percent (10/163) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Library Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Library Science participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Library Science in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Library Science in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Library Science in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Library Science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Library Science is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Library Science in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Library Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Engineering. The CIP defines the discipline/major field of Mathematics as,

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 119--27).]

This article summarizes the overall average salary increases in the discipline/major field of Mathematics for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.1 for associate professors of Mathematics in the 1992-93 public study means that 27.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of Mathematics in the 1992-93 public study means that their average salary is the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Mathematics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:				DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics														
AVERAGE SALARY:	57114	1202	188	43048	1066	188	35118	992	190	33380	124	81	25557	363	97	43791	3623	200
FAC MIX PCT:	33.2%			29.4%			27.4%			3.4%			10.0%			100.0%		
SALARY FACTOR:	1.05			0.99			0.97			0.96			0.95			1.00		
				ALL MAJOR FIELDS														
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:				DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics														
AVERAGE SALARY:	61422	1292	191	46841	1078	191	38030	943	191	36637	151	91	27792	379	95	47738	3692	202
FAC MIX PCT:	35.0%			29.2%			25.5%			4.1%			10.3%			100.0%		
SALARY FACTOR:	1.03			0.99			0.98			1.01			0.95			1.00		
				ALL MAJOR FIELDS														
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 92-93:				DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics														
AVERAGE SALARY:	55585	643	207	41753	602	232	34777	587	250	32362	74	64	26945	140	84	43135	1972	313
FAC MIX PCT:	32.6%			30.5%			29.8%			3.8%			7.1%			100.0%		
SALARY FACTOR:	1.02			0.99			0.99			0.99			0.93			1.00		
				ALL MAJOR FIELDS														
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:				DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics														
AVERAGE SALARY:	60363	663	221	45475	663	237	37518	542	247	35265	83	66	28535	97	69	47498	1935	317
FAC MIX PCT:	34.3%			32.7%			28.0%			4.3%			5.0%			100.0%		
SALARY FACTOR:	1.01			0.99			0.99			0.98			0.94			1.00		
				ALL MAJOR FIELDS														
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Mathematics was reported in 200 of the 212 public institutions. The average salary of the 3,623 faculty was $43,791. This average salary was approximately .2 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Mathematics was reported in 202 of the same 212 public institutions. The average salary of the 3,692 faculty was $47.738. This average salary was approximately .3 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Mathematics in the public institutions studied was 9.0 percent ($47,738 minus $43.791 equals $3,947). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Mathematics average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Mathematics (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent more than the faculty in the discipline/major field of Engineering.

In the 1992-93 study the faculty mix percentage in Mathematics is higher at the professor rank than at the assistant professor rank: 33.2 percent vs. 27.4 percent; in the 1995-96 study it is 35.0 percent vs. 25.5 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.4 percent (124/3,623) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.0 percent (151/3,692) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Mathematics was reported in 313 the 337 private institutions. The average salary of the 1,972 faculty was $43,135, which was virtually the same as the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 317 of the same 337 private institutions reported Engineering. The average salary of the 1,935 faculty was $47,498, an average salary .07 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Mathematics in the private institutions studies was 10.1 percent ($47,498 minus $43,135 equals $4,363). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Mathematics over the three-year time period, is 1.7 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Mathematics (10.1%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (10.1% minus 10.0 equals .1%) more than faculty in Engineering.

For both studies in the discipline/major field of Engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.6 percent vs. 29.8 percent (1992-93); and 34.3 percent vs. 28.0 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.7 percent (74/1,972) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.3 percent (83/1,935) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Mathematics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Mathematics participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Mathematics in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Mathematics in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Mathematics in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Mathematics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Mathematics is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Mathematics in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Mathematics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Multi/Interdisciplinary Studies. The CIP defines the discipline/major field of Multi/Interdisciplinary Studies as,

> A summary of groups of instructional programs, the compenents of which derive from two or more separate instructional programs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 121--30).]

This article summarizes the overall average salary increases in the discipline/major field of Multi/Interdisciplinary Studies for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Multi/Interdisciplinary Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 28.4 for associate professors of Multi/Interdisciplinary Studies in the 1992-93 public study means that 28.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Multi/Interdisciplinary Studies in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Multi/Interdisciplinary Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:	DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																	
AVERAGE SALARY:	55429	61	21	40383	81	18	32370	116	16	32513	7	3	24968	26	6	38931	284	27
FAC MIX PCT:	21.5%			28.5%			40.8%			2.5%			9.2%			100.0%		
SALARY FACTOR:	1.02			0.93			0.90			0.94			0.93			0.89		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:	DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																	
AVERAGE SALARY:	56878	64	27	44305	89	22	35602	151	18	35189	18	9	21182	55	6	39344	359	32
FAC MIX PCT:	17.8%			24.8%			42.1%			5.0%			15.3%			100.0%		
SALARY FACTOR:	0.95			0.94			0.91			0.97			0.73			0.82		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 92-93:	DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																	
AVERAGE SALARY:	51829	56	18	38902	37	17	31790	48	17	34062	5	3	29685	15	7	40468	156	34
FAC MIX PCT:	35.9%			23.7%			30.8%			3.2%			9.6%			100.0%		
SALARY FACTOR:	0.95			0.92			0.91			1.04			1.03			0.94		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:	DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																	
AVERAGE SALARY:	54427	37	15	43230	45	17	33357	35	18	31300	4	4	31864	8	6	43052	125	29
FAC MIX PCT:	29.6%			36.0%			28.0%			3.2%			6.4%			100.0%		
SALARY FACTOR:	0.91			0.94			0.88			0.87			1.05			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Multi/Interdisciplinary Studies was reported in 27 of the 212 public institutions. The average salary of the 284 faculty was $38,931. This average salary was approximately 12.7 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Multi/Interdisciplinary Studies was reported in 32 of the same 212 public institutions. The average salary of the 359 faculty was $39,344. This average salary was approximately 21.6 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Multi/Interdisciplinary Studies in the public institutions studied was 1.1 percent ($39,344 minus $38,931 equals $413). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Multi/Interdisciplinary Studies average faculty salaries over the three-year period by 7.3 percent or an average of 2.4 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Multi/Interdisciplinary Studies (1.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 8.0 percent more than the faculty in the discipline/major field of Multi/Interdisciplinary Studies.

In the 1992-93 study the faculty mix percentage in Multi/Interdisciplinary Studies is lower at the professor rank than at the assistant professor rank:

21.5 percent vs. 40.8 percent; in the 1995-96 study it is 17.8 percent vs. 42.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Multi/Interdisciplinary Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.5 percent (7/284) vs. 4.2 percent (2,434/58,568) and higher in 1995-96, 5.0 percent (18/359) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Multi/Interdisciplinary Studies was reported in 34 the 337 private institutions. The average salary of the 156 faculty was $40,468, an average salary 6.6 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 29 of the same 337 private institutions reported Multi/Interdisciplinary Studies. The average salary of the 125 faculty was $43,052, an average salary 10.2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Multi/Interdisciplinary Studies in the private institutions studies was 6.4 percent ($43,062 minus $40,468 equals $2,584). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Multi/Interdisciplinary

Studies over the three-year time period, is 2.0 percent or .7 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,326). In comparison to Multi/Interdisciplinary Studies (6.4%), the faculty in ALL MAJOR FIELDS increased their salaries 3.6 percent (10.0% minus 6.4 equals 3.6%) more than faculty in Multi/Interdisciplinary Studies.

For both studies in the discipline/major field of Multi/Interdisciplinary Studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.9 percent vs. 30.8 percent (1992-93); and 29.6 percent vs. 28.0 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Multi/Interdisciplinary Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.2 percent (5/156) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.2 percent (4/125) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Multi/Interdisciplinary Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions

--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Multi/Interdisciplinary Studies participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Multi/Interdisciplinary Studies in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Multi/Interdisciplinary Studies in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Multi/Interdisciplinary Studies in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Multi/Interdisciplinary Studies MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Multi/Interdisciplinary Studies is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Multi/Interdisciplinary Studies in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Multi/Interdisciplinary Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN MUSIC, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including Music. The CIP defines the discipline/major field of Music as,

> An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 167--50.0901).]

This article summarizes the overall average salary increases in the discipline/major field of Music for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Music for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 32.8 for associate professors of Music in the 1992-93 public study means that 32.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of Music in the 1992-93 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Music with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PUBLIC 1992-93:																		
AVERAGE SALARY:	49437	771	137	39582	769	149	31611	684	147	30310	80	51	25677	123	64	39768	2347	164
FAC MIX PCT:	32.9%			32.8%			29.1%			3.4%			5.2%			100.0%		
SALARY FACTOR:	0.91			0.91			0.88			0.87			0.96			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758*		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PUBLIC, 1995-96:																		
AVERAGE SALARY:	53590	778	141	42402	807	154	34219	662	143	32294	109	65	28077	109	58	43135	2356	164
FAC MIX PCT:	33.0%			34.3%			28.1%			4.6%			4.6%			100.0%		
SALARY FACTOR:	0.90			0.90			0.88			0.89			0.96			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PRIVATE, 92-93:																		
AVERAGE SALARY:	47065	451	165	37784	416	167	31412	376	171	29781	40	29	26712	76	60	38503	1319	244
FAC MIX PCT:	34.2%			31.5%			28.5%			3.0%			5.8%			100.0%		
SALARY FACTOR:	0.86			0.89			0.90			0.91			0.92			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PRIVATE, 1995-96:																		
AVERAGE SALARY:	51162	466	171	41327	475	181	34063	393	175	32421	55	46	29289	82	61	41851	1416	252
FAC MIX PCT:	32.9%			33.5%			27.8%			3.9%			5.8%			100.0%		
SALARY FACTOR:	0.85			0.90			0.90			0.90			0.96			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of Music was reported in1642 of the 212 public institutions. The average salary of the 2,347 faculty was $39,768. This average salary was approximately 10.3 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, Music was reported in 164 of the same 212 public institutions. The average salary of the 2,356 faculty was $43,135. This average salary was approximately 10.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Music in the public institutions studied was 8.5 percent ($43,135 minus $39,768 equals $3,367). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in Music average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of Music (8.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of Music.

In the 1992-93 study the faculty mix percentage in Music is higher at the professor rank than at the assistant professor rank: 32.9 percent vs. 20.1 percent; in the 1995-96 study it is 33.0 percent vs. 28.1 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in Music in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.2 percent (123/2,347) vs. 4.2 percent (2,434/58,568) and lower in 1995-96, 4.6 percent (109/2,356) vs. 4.7 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of Music was reported in 244 the 337 private institutions. The average salary of the 1,319 faculty was $38,503, an average salary 12 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 252 of the same 337 private institutions reported Music. The average salary of the 1,416 faculty was $41,851, an average salary 13.4 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in Music in the private institutions studies was 8.7 percent ($41,851 minus $38,503 equals $3,348). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of Music over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,326). In comparison to Music (8.7%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (9.1% minus 8.7 equals .4%) more than faculty in Music.

For both studies in the discipline/major field of Music, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 34.2 percent vs. 28.5 percent (1992-93); and 32.9 percent vs. 27.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in Music was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.0 percent (40/1,319) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.8 percent (55/1,416) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Music and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of Music participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Music in 1992-93 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Music in 1995-96 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in Music in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in Music, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Music is still emerging in the academy.

Finally, the hiring rate for new assistant professors in Music in the 1992-93 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Music has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN NURSING FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including nursing. The CIP defines the discipline/major field of nursing as,

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 179-180--51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of nursing for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.9 for associate professors of nursing in the 1992-93 public study means that 27.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of nursing in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of nursing with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
AVERAGE SALARY:	50792	158	72	40760	561	118	34160	1026	129	32020	109	58	28279	264	68	36538	2009	132
FAC MIX PCT:	7.9%			27.9%			51.1%			5.4%			13.1%			100.0%		
SALARY FACTOR:	0.93			0.93			0.95			0.92			1.05			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
AVERAGE SALARY:	54518	205	85	44979	582	124	38127	1029	124	36902	102	62	32640	278	78	40907	2094	135
FAC MIX PCT:	9.8%			27.8%			49.1%			4.9%			13.3%			100.0%		
SALARY FACTOR:	0.91			0.95			0.98			1.01			1.12			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
AVERAGE SALARY:	46743	116	67	37959	347	94	32334	626	115	32201	67	37	28106	209	64	34444	1298	125
FAC MIX PCT:	8.9%			26.7%			48.2%			5.2%			16.1%			100.0%		
SALARY FACTOR:	0.86			0.90			0.92			0.98			0.97			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
AVERAGE SALARY:	52375	140	70	42117	381	106	35750	689	113	34589	89	51	31414	232	62	38349	1442	123
FAC MIX PCT:	9.7%			26.4%			47.8%			6.2%			16.1%			100.0%		
SALARY FACTOR:	0.87			0.91			0.94			0.96			1.03			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of nursing was reported in 132 of the 212 public institutions. The average salary of the 2,009 faculty was $36,538. This average salary was approximately 20.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, nursing was reported in 135 of the same 212 public institutions. The average salary of the 2,094 faculty was $40,907. This average salary was approximately 17 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of nursing in the public institutions studied was 11.9 percent ($40,907 minus $36,538 equals $4,369). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in nursing average faculty salaries over the three-year period by 3.5 percent or an average of 1.2 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of nursing (11.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent less than the faculty in the discipline/major field of nursing.

In the 1992-93 study the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank: 7.9 percent vs. 51.1 percent; in the 1995-96 study it is 9.8 percent vs. 49.1 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in nursing in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.4 percent (109/2,009) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 4.9 percent (102/2,094) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of nursing was reported in 125 of the 337 private institutions. The average salary of the 1,298 faculty was $34,444, an average salary 25.2 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 123 of the same 337 private institutions reported nursing. The average salary of the 1,442 faculty was $38,349, an average salary 23.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in nursing in the private institutions studies was 11.3 percent ($38,349 minus $34,444 equals $3,905). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of nursing over the three-year time period, is 2.9 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to nursing (11.3%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent (11.3% minus 10.0% equals 1.3%) less than faculty in nursing.

For both studies in the discipline/major field of nursing, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 8.9 percent vs. 48.2 percent (1992-93); and 9.7 percent vs. 47.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in nursing was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.1 percent (67/1,298) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6.1 percent (89/1,442) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of nursing and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,843 (3.6%) faculty in the discipline/major field of nursing participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of nursing in 1992-93 were 17 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in nursing in 1995-96 were 15 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in nursing in the public institutions received an average annual salary increase of 1.2 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in nursing, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of nursing is still emerging in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of nursing has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN OCCUPATIONAL THERAPY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including occupational therapy. The CIP defines the discipline/major field of occupational therapy as,

> An instructional program that prepares individuals to employ self-care, work and play activities as therapeutic regimes for patients in order to increase independent functioning, enhance development and assist recovery from disability. Includes instruction in adapting therapeutic tasks or environments to achieve maximum independence and enhance the quality of life for each patient.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 185--51.2306).]

This article summarizes the overall average salary increases in the discipline/major field of occupational therapy for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of occupational therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 14.0 for associate professors of occupational therapy in the 1992-93 public study means that 14.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.84 for associate professors in the discipline/major field of occupational therapy in the 1992-93 public study means that their average salary is 16 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of occupational therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
PUBLIC 1992-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Occupational Therapy																		
AVERAGE SALARY:	57165	8	4	36689	8	5	36294	28	9	34700	6	4	27358	13	5	37241	57	11
FAC MIX PCT:	14.0%			14.0%			49.1%			10.5%			22.8%			100.0%		
SALARY FACTOR:	1.05			0.84			1.01			1.00			1.02			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Occupational Therapy																		
AVERAGE SALARY:	57953	10	3	47979	15	8	40244	39	13	36658	6	4	29403	18	5	41439	82	13
FAC MIX PCT:	12.2%			18.3%			47.6%			7.3%			22.0%			100.0%		
SALARY FACTOR:	0.97			1.01			1.03			1.01			1.01			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
PRIVATE, 92-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Occupational Therapy																		
AVERAGE SALARY:	54215	5	5	42072	19	8	35718	42	13	36701	9	7	34043	6	4	38540	72	13
FAC MIX PCT:	6.9%			26.4%			58.3%			12.5%			8.3%			100.0%		
SALARY FACTOR:	0.99			0.99			1.02			1.12			1.18			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Occupational Therapy																		
AVERAGE SALARY:	59059	5	5	46890	30	14	41044	50	15	41750	8	5	39927	13	7	43604	98	19
FAC MIX PCT:	5.1%			30.6%			51.0%			8.2%			13.3%			100.0%		
SALARY FACTOR:	0.98			1.02			1.08			1.16			1.31			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of occupational therapy was reported in 11 of the 212 public institutions. The average salary of the 57 faculty was $37,241. This average salary was approximately 17.8 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, occupational therapy was reported in 13 of the same 212 public institutions. The average salary of the 82 faculty was $41,439. This average salary was approximately 15.5 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of occupational therapy in the public institutions studied was 11.3 percent ($41,439 minus $37,241 equals $4,198). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in occupational therapy average faculty salaries over the three-year period by 2.9 percent or an average of .97 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of occupational therapy (11.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent less than the faculty in the discipline/major field of occupational therapy.

In the 1992-93 study the faculty mix percentage in occupational therapy is lower at the professor rank than at the assistant professor rank: 14.0 percent vs. 49.1 percent; in the 1995-96 study it is 12.2 percent vs. 47.6 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in occupational therapy in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 10.5 percent (6/57) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 7.3 percent (6/82) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of occupational therapy was reported in 13 of the 337 private institutions. The average salary of the 72 faculty was $38,540, an average salary 11.9 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 19 of the same 337 private institutions reported occupational therapy. The average salary of the 98 faculty was $43,604, an average salary 8.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in occupational therapy in the private institutions studies was 13.1 percent ($43,604 minus $38,540 equals $5,064). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of occupational therapy over the three-year time period, is 4.7 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to occupational therapy (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.1 percent (13.1% minus 10.0% equals 3.1%) less than faculty in occupational therapy.

For both studies in the discipline/major field of occupational therapy, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 6.9 percent vs. 58.3 percent (1992-93); and 5.1 percent vs. 51.0 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in occupational therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 12.5 percent (9/72) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 8.2 percent (8/98) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of occupational therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 309 (.2%) faculty in the discipline/major field of occupational therapy participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of occupational therapy in 1992-93 were 15 percent and 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in occupational therapy in 1995-96 were 13 percent and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in occupational therapy in the public institutions received an average annual salary increase of .97 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in occupational therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of occupational therapy is still emerging in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of occupational therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PARKS, RECREATION, LEISURE & FITNESS STUDIES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including parks, recreation, leisure & fitness studies. The CIP defines the discipline/major field of parks, recreation, leisure & fitness studies as,

> A summary of groups of instructional programs that describe the principles and practices of managing parks and other recreational and fitness facilities; providing recreation, leisure and fitness services; and the study of human fitness.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 125--31).]

This article summarizes the overall average salary increases in the discipline/major field of parks, recreation, leisure & fitness studies for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of parks, recreation, leisure & fitness studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.8 for associate professors of parks, recreation, leisure & fitness studies in the 1992-93 public study means that 27.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of parks, recreation, leisure & fitness studies in the 1992-93 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of parks, recreation, leisure & fitness studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                        NEW
                             ASSO          ASST         ASST
               PROF          PROF          PROF         PROF          INSTRUCTOR        ALL RANKS
         SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM    N/IN

                              DISCIPLINE: PARKS, RECREATION, LEISURE & FITNESS STUDIES
PUBLIC 1992-93:               MAJOR FIELD: Parks, Recreation, Leisure & Fitness Studies
AVERAGE
SALARY: 51529  258  74   42707 273  77    34578  324  81   31775   29  26   28758  128  42   40527   983  90
FAC MIX
PCT:     26.2%           27.8%            33.0%             3.0%            13.0%            100.0%
SALARY
FACTOR:   0.95            0.98             0.96             0.92             1.07              0.92

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682      43644 17249      36026 17758      34654 2434       26818 3879        43874 58568  212
FAC MIX
PCT:     33.6%           29.5%            30.3%             4.2%             6.6%            100.0%

                              DISCIPLINE: PARKS, RECREATION, LEISURE & FITNESS STUDIES
PUBLIC, 1995-96:              MAJOR FIELD: Parks, Recreation, Leisure & Fitenss Studies
AVERAGE
SALARY: 55572  256  76   46096 266  78    37176  348  84   33336   57  40   31305  109  47   43756   979  91
FAC MIX
PCT:     26.1%           27.2%            35.5%             5.8%            11.1%            100.0%
SALARY
FACTOR:   0.93            0.97             0.95             0.92             1.08              0.91

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428      47366 18254      38928 17820      36373 2811       29106 3838        47858 60340  212
FAC MIX
PCT:     33.9%           30.3%            29.5%             4.7%             6.4%            100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                              DISCIPLINE: PARKS, RECREATION, LEISURE & FITNESS STUDIES
PRIVATE, 92-93:               MAJOR FIELD: Parks, Recreation, Leisure & Fitness Studies
AVERAGE
SALARY: 44749   63  40   38080  104  57   30404  115  58   29089   16  14   25953   58  31   34651   340  88
FAC MIX
PCT:     18.5%           30.6%            33.8%             4.7%            17.1%            100.0%
SALARY
FACTOR:   0.82            0.90             0.87             0.89             0.90              0.80

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253      42331 10862      34956 11225      32785 1415       28932 1951        43137 35291  337
FAC MIX
PCT:     31.9%           30.8%            31.8%             4.0%             5.5%            100.0%

                              DISCIPLINE: PARKS, RECREATION, LEISURE & FITNESS STUDIES
PRIVATE, 1995-96:             MAJOR FIELD: Parks, Recreation, Leisure & Fitness Studies
AVERAGE
SALARY: 49452   84  41   41746 116  61    34893  107  58   35111   20  16   27808   55  31   39391   362  94
FAC MIX
PCT:     23.2%           32.0%            29.6%             5.5%            15.2%            100.0%
SALARY
FACTOR:   0.82            0.90             0.92             0.97             0.91              0.83

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948      46167 11659      37984 11222      36092 1807       30425 1684        47463 36513  337
FAC MIX
PCT:     32.7%           31.9%            30.7%             4.9%             4.6%            100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of parks, recreation, leisure & fitness studies was reported in 90 of the 212 public institutions. The average salary of the 983 faculty was $40,527. This average salary was approximately 8.3 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, parks, recreation, leisure & fitness studies was reported in 91 of the same 212 public institutions. The average salary of the 979 faculty was $43,756. This average salary was approximately 9.4 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of parks, recreation, leisure & fitness studies in the public institutions studied was 8 percent ($43,756 minus $40,527 equals $3,229). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in parks, recreation, leisure & fitness studies average faculty salaries over the three-year period by .4 percent or an average of .13 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of parks, recreation, leisure & fitness studies (8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent more than the faculty in the discipline/major field of parks, recreation, leisure & fitness studies.

In the 1992-93 study the faculty mix percentage in parks, recreation, leisure & fitness studies is lower at the professor rank than at the assistant professor rank: 26.2 percent vs. 33.0 percent; in the 1995-96 study it is 26.1 percent vs. 35.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in parks, recreation, leisure & fitness studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.9 percent (29/983) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 5.8 percent (57/979) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of parks, recreation, leisure & fitness studies was reported in 88 of the 337 private institutions. The average salary of the 340 faculty was $34,651, an average salary 24.5 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 94 of the same 337 private institutions reported parks, recreation, leisure & fitness studies. The average salary of the 362 faculty was $39,391, an average salary 20.5 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in parks, recreation, leisure & fitness studies in the private institutions studies was

13.7 percent ($39,391 minus $34,651 equals $4,740). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of parks, recreation, leisure & fitness studies over the three-year time period, is 5.3 percent or 1.8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to parks, recreation, leisure & fitness studies (13.7%), the faculty in ALL MAJOR FIELDS increased their salaries 3.7 percent (13.7% minus 10.0% equals 3.7%) less than faculty in parks, recreation, leisure & fitness studies.

For both studies in the discipline/major field of parks, recreation, leisure & fitness studies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.5 percent vs. 33.8 percent (1992-93); and 23.2 percent vs. 29.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in parks, recreation, leisure & fitness studies was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.7 percent (16/340) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.5 percent (20/362) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of parks, recreation, leisure & fitness studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,664 (1.4%) faculty in the discipline/major field of parks, recreation, leisure & fitness studies participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of parks, recreation, leisure & fitness studies in 1992-93 were eight percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in parks, recreation, leisure & fitness studies in 1995-96 were nine percent and 17 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in parks, recreation, leisure & fitness studies in the public institutions received an average annual salary increase of .13 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.8 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in parks, recreation, leisure & fitness studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of parks, recreation, leisure & fitness studies is still emerging in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 public study was lower than the hiring rate for ALL MAJOR FIELDS. However, in the 1995-96 public study and in the 1992-93 and 1995-96 private studies the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of parks, recreation, leisure & fitness studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including philosophy and religion. The CIP defines the discipline/major field of philosophy and religion as,

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 127--38).]

This article summarizes the overall average salary increases in the discipline/major field of philosophy and religion for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.0 for associate professors of philosophy and religion in the 1992-93 public study means that 31.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of philosophy and religion in the 1992-93 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of philosophy and religion with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:																		
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																		
AVERAGE SALARY:	55140	381	122	41717	279	107	32516	221	101	30801	32	28	24815	19	14	44783	900	147
FAC MIX PCT:	42.3%			31.0%			24.6%			3.6%			2.1%			100.0%		
SALARY FACTOR:	1.01			0.96			0.90			0.89			0.93			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:																		
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																		
AVERAGE SALARY:	60147	396	124	44930	292	109	35523	221	104	32774	36	30	24801	12	11	48954	921	151
FAC MIX PCT:	43.0%			31.7%			24.0%			3.9%			1.3%			100.0%		
SALARY FACTOR:	1.01			0.95			0.91			0.90			0.85			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:																		
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																		
AVERAGE SALARY:	50656	640	231	39376	453	193	32121	440	205	30035	66	56	26899	49	41	41535	1582	286
FAC MIX PCT:	40.5%			28.6%			27.8%			4.2%			3.1%			100.0%		
SALARY FACTOR:	0.93			0.93			0.92			0.92			0.93			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:																		
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																		
AVERAGE SALARY:	55916	675	236	42702	522	207	34715	464	190	33064	81	68	30993	43	35	45466	1704	290
FAC MIX PCT:	39.6%			30.6%			27.2%			4.8%			2.5%			100.0%		
SALARY FACTOR:	0.93			0.92			0.91			0.92			1.02			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of philosophy and religion was reported in 147 of the 212 public institutions. The average salary of the 900 faculty was $44,783. This average salary was approximately 20.7 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, philosophy and religion was reported in 151 of the same 212 public institutions. The average salary of the 921 faculty was $48,954. This average salary was approximately 22.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of philosophy and religion in the public institutions studied was 9.3 percent ($48,954 minus $44,783 equals $4,171). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in philosophy and religion average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of philosophy and religion (9.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .2 percent less than the faculty in the discipline/major field of philosophy and religion.

In the 1992-93 study the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank: 42.3 percent vs. 24.6 percent; in the 1995-96 study it is 43.0 percent vs. 24.0

percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.5 percent (32/900) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 3.9 percent (36/921) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of philosophy and religion was reported in 286 of the 337 private institutions. The average salary of the 1,582 faculty was $41,535, an average salary 3.8 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 290 of the same 337 private institutions reported philosophy and religion. The average salary of the 1,704 faculty was $45,466, an average salary 4.4 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in philosophy and religion in the private institutions studies was 9.5 percent ($45,466 minus $41,535 equals $3,931). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of philosophy and religion over the three-year time period, is 1.1 percent or .37 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to philosophy and religion (9.5%), the faculty in ALL MAJOR FIELDS increased their salaries .5 percent (10.0% minus 9.5% equals .5%) more than faculty in philosophy and religion.

For both studies in the discipline/major field of philosophy and religion, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 40.5 percent vs. 27.8 percent (1992-93); and 39.6 percent vs. 27.2 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in philosophy and religion was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.2 percent (66/1,582) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.7 percent (81/1,704) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of philosophy and religion and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,107 (2.7%) faculty in the discipline/major field of philosophy and religion participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of philosophy and religion in 1992-93 were two percent above and four percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in philosophy and religion in 1995-96 were two percent above and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was .37 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in philosophy and religion, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of philosophy and religion is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public studies and in the 1995-96 private study was lower than the hiring rate for ALL MAJOR FIELDS. In the private 1992-93 study, however, the hiring rate for new assistant professors was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of philosophy and religion has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including physical sciences. The CIP defines the discipline/major field of physical sciences as,

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 129--40).]

This article summarizes the overall average salary increases in the discipline/major field of physical sciences for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.5 for associate professors of physical sciences in the 1992-93 public study means that 26.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of physical sciences in the 1992-93 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of physical sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
AVERAGE SALARY:	52932	201	44	42841	127	38	34924	126	42	30895	21	14	25052	26	18	44025	480	50
FAC MIX PCT:	41.9%			26.5%			26.3%			4.4%			5.4%			100.0%		
SALARY FACTOR:	0.97			0.98			0.97			0.89			0.93			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
AVERAGE SALARY:	58662	205	48	45208	134	42	37051	125	43	34655	18	16	29055	21	17	48093	485	58
FAC MIX PCT:	42.3%			27.6%			35.8%			3.7%			4.3%			100.0%		
SALARY FACTOR:	0.98			0.95			0.95			0.95			1.00			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
AVERAGE SALARY:	44152	35	19	32232	25	16	31842	42	21	30875	4	3	27167	7	7	35584	109	35
FAC MIX PCT:	32.1%			22.9%			38.5%			3.7%			6.4%			100.0%		
SALARY FACTOR:	0.81			0.76			0.91			0.94			0.94			0.82		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physical Sciences											
AVERAGE SALARY:	59222	53	19	38249	21	14	33534	32	17	34991	5	5	29726	5	5	46520	111	29
FAC MIX PCT:	47.7%			18.9%			28.8%			4.5%			4.5%			100.0%		
SALARY FACTOR:	0.99			0.83			0.88			0.97			0.98			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of physical sciences was reported in 50 of the 212 public institutions. The average salary of the 480 faculty was $44,025. This average salary was approximately .3 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, physical sciences was reported in 58 of the same 212 public institutions. The average salary of the 485 faculty was $48,093. This average salary was approximately .5 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of physical sciences in the public institutions studied was 9.2 percent ($48,093 minus $44,025 equals $4,068). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in physical sciences average faculty salaries over the three-year period by .8 percent or an average of .3 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of physical sciences (9.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent less than the faculty in the discipline/major field of physical sciences.

In the 1992-93 study the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank: 41.9 percent vs. 26.3 percent; in the 1995-96 study it is 42.3 percent vs. 35.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.4 percent (21/480) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 3.7 percent (18/485) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of physical sciences was reported in 35 of the 337 private institutions. The average salary of the 109 faculty was $35,584, an average salary 21.2 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 29 of the same 337 private institutions reported physical sciences. The average salary of the 111 faculty was $46,520, an average salary 2 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in physical sciences in the private institutions studies was 30.7 percent ($46,520 minus $35,584 equals $10,936). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of physical sciences over the three-year time period, is 22.3 percent or 7.4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to physical sciences (30.7%), the faculty in ALL MAJOR FIELDS increased their salaries 20.7 percent (30.7% minus 10.0% equals 20.7%) less than faculty in physical sciences.

In the 1992-93 study in the discipline/major field of physical sciences, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 32.1 percent vs. 38.5 percent; and higher in the 1995-96 study: 47.7 percent vs. 28.8 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in physical sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.7 percent (4/109) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 4.5 percent (5/111) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of physical sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,185 (.6%) faculty in the discipline/major field of physical sciences participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of physical sciences in 1992-93 were the same and 18 percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in physical sciences in 1995-96 were the same and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was 7.4 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public studies in physical sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of physical sciences is firmly established and on going in the academy. However, in the 1992-94 private study in physical sciences, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, but higher in 1995-96, indicating that in the private studies, the discipline/major field of physical sciences is still an emerging discipline/-major field in academia.

Finally, the hiring rate for new assistant professors in the 1995-96 public study and in both the 1992-93 and 1995-96 private studies was lower than the hiring rate for ALL MAJOR FIELDS. In the public 1992-93 study, however, the hiring rate for new assistant professors was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of physical sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PHYSICAL THERAPY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including physical therapy. The CIP defines the discipline/major field of physical therapy as,

> An instructional program that prepares individuals, upon referral by a physician, to evaluate patients and plan and execute treatment programs to prevent or remediate physical dysfunction, relieve pain and prevent further disability. Includes instruction in patho-and therapeutic kinesiology, equipment design and maintenance, treatment regimes, and the evaluation of skeletal, neurological and cardiovascular disorders. Also includes instruction in patient counseling, personnel supervision and record-keeping.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 185--51.2308).]

This article summarizes the overall average salary increases in the discipline/major field of physical therapy for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of physical therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.4 for associate professors of physical therapy in the 1992-93 public study means that 35.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of physical therapy in the 1992-93 public study means that their average salary is the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of physical therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Physical Therapy																		
AVERAGE SALARY:	57877	7	4	43851	29	12	39374	37	13	42167	3	3	35075	9	5	42065	82	17
FAC MIX PCT:	8.5%			35.4%			45.1%			3.7%			11.0%			100.0%		
SALARY FACTOR:	1.06			1.00			1.09			1.22			1.31			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Physical Therapy																		
AVERAGE SALARY:	60949	16	11	51873	39	16	43747	39	14	41017	3	2	39507	10	7	49033	104	21
FAC MIX PCT:	15.4%			37.5%			37.5%			2.9%			9.6%			100.0%		
SALARY FACTOR:	1.02			1.10			1.12			1.13			1.36			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Physical Therapy																		
AVERAGE SALARY:	67774	3	3	50899	29	15	40250	50	17	38511	8	6	38657	23	10	43629	105	20
FAC MIX PCT:	2.9%			27.6%			47.6%			7.6%			21.9%			100.0%		
SALARY FACTOR:	1.24			1.20			1.15			1.17			1.34			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Physical Therapy																		
AVERAGE SALARY:	59715	10	9	54949	44	20	44850	80	26	44126	14	11	41246	17	10	48372	151	29
FAC MIX PCT:	6.6%			29.1%			53.0%			9.3%			11.3%			100.0%		
SALARY FACTOR:	0.99			1.19			1.18			1.22			1.36			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of physical therapy was reported in 17 of the 212 public institutions. The average salary of the 82 faculty was $42,065. This average salary was approximately 4.3 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, physical therapy was reported in 21 of the same 212 public institutions. The average salary of the 104 faculty was $49,033. This average salary was approximately 2.5 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of physical therapy in the public institutions studied was 16.6 percent ($49,033 minus $42,065 equals $6,968). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in physical therapy average faculty salaries over the three-year period by 8.2 percent or an average of 2.7 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of physical therapy (16.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.5 percent more than the faculty in the discipline/major field of physical therapy.

In the 1992-93 study the faculty mix percentage in physical therapy is lower at the professor rank than at the assistant professor rank: 8.5 percent vs. 45.1 percent; in the 1995-96 study it is 15.4 percent vs. 37.5 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in physical therapy in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.7 percent (3/82) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 2.9 percent (3/104) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of physical therapy was reported in 20 of the 337 private institutions. The average salary of the 105 faculty was $43,629, an average salary 1.1 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 29 of the same 337 private institutions reported physical therapy. The average salary of the 151 faculty was $48,372, an average salary 1.9 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in physical therapy in the private institutions studies was 10.9 percent ($48,372 minus $43,629 equals $4,743). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of physical therapy over the three-year time period, is 2.5 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to physical therapy (10.9%), the faculty in ALL MAJOR FIELDS increased their salaries .9 percent (10.9% minus 10.0% equals .9%) less than faculty in physical therapy.

For both studies in the discipline/major field of physical therapy, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 2.9 percent vs. 47.6 percent (1992-93); and 6.6 percent vs. 53.0 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in physical therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 7.6 percent (8/105) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 9.3 percent (14/151) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of physical therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 442 (.2%) faculty in the discipline/major field of physical therapy participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of physical therapy in 1992-93 were four percent below and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in physical therapy in 1995-96 were two percent and two percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in physical therapy in the public institutions received an average annual salary increase of 2.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in physical therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of physical therapy is still emerging in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public studies was lower than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of physical therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PHYSICS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including physics. The CIP defines the discipline/major field of physics as,

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 133--40.0801).]

This article summarizes the overall average salary increases in the discipline/major field of physics for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.6 for associate professors of physics in the 1992-93 public study means that 28.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.03 for associate professors in the discipline/major field of physics in the 1992-93 public study means that their average salary is three percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of physics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	58435	609	138	45067	368	121	36363	282	115	35316	44	36	27869	27	17	49128	1286	160
FAC MIX PCT:	47.4%			28.6%			21.9%			3.4%			2.1%			100.0%		
SALARY FACTOR:	1.07			1.03			1.01			1.02			1.04			1.12		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	63210	611	143	48196	380	124	39539	270	120	37270	38	33	27085	27	19	53061	1288	165
FAC MIX PCT:	47.4%			29.5%			21.0%			3.0%			2.1%			100.0%		
SALARY FACTOR:	1.06			1.02			1.02			1.02			0.93			1.11		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	60406	443	155	43428	233	125	36340	192	120	33599	26	24	29132	12	12	50233	880	220
FAC MIX PCT:	50.3%			26.5%			21.8%			3.0%			1.4%			100.0%		
SALARY FACTOR:	1.11			1.03			1.04			1.02			1.01			1.16		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Physics, General											
AVERAGE SALARY:	66264	427	153	47768	252	137	39157	194	123	35766	33	33	30831	7	7	54710	880	223
FAC MIX PCT:	48.5%			28.6%			22.0%			3.7%			0.8%			100.0%		
SALARY FACTOR:	1.10			1.03			1.03			0.99			1.01			1.15		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of physics was reported in 160 of the 212 public institutions. The average salary of the 1,286 faculty was $49,128. This average salary was approximately 12 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, physics was reported in 165 of the same 212 public institutions. The average salary of the 1,288 faculty was $53,061. This average salary was approximately 10.9 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of physics in the public institutions studied was 8.0 percent ($53,061 minus $49,128 equals $3,933). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in physics average faculty salaries over the three-year period by .4 percent or an average of .13 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of physics (8.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent more than the faculty in the discipline/major field of physics.

In the 1992-93 study the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank: 47.4 percent vs. 21.9 percent; in the 1995-96 study it is 47.4 percent vs. 21.0 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.4 percent (44/1,286) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 2.9 percent (38/1,288) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of physics was reported in 220 of the 337 private institutions. The average salary of the 880 faculty was $50,233, an average salary 16.4 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 223 of the same 337 private institutions reported physics. The average salary of the 880 faculty was $54,710, an average salary 15.3 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in physics in the private institutions studies was 8.9 percent ($54,710 minus $50,233 equals $4,477). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of physics over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to physics (8.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (10.0% minus 8.9% equals 1.1%) more than faculty in physics.

For both studies in the discipline/major field of physics, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 50.3 percent vs. 21.8 percent (1992-93); and 48.5 percent vs. 22.0 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.9 percent (26/880) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.7 percent (33/880) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of physics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,334 (2.3%) faculty in the discipline/major field of physics participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of physics in 1992-93 were 12 percent above and 16 percent above, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in physics in 1995-96 were 11 percent above and 15 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in physics in the public institutions received an average annual salary increase of .13 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .17 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in physics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of physics is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public and private studies were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of physics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE, GENERAL FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including political science. The CIP defines the discipline/major field of political science as,

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 147--45.1001).]

This article summarizes the overall average salary increases in the discipline/major field of political science for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487

institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of political science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.2 for associate professors of political science in the 1992-93 public study means that 27.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of political science in the 1992-93 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of political science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
AVERAGE SALARY:	55102	551	151	42649	362	136	33673	365	125	31346	44	38	28039	51	33	44786	1329	167
FAC MIX PCT:	41.5%			27.2%			27.5%			3.3%			3.8%			100.0%		
SALARY FACTOR:	1.01			0.98			0.93			0.90			1.05			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
AVERAGE SALARY:	59775	539	148	45319	407	144	36539	393	139	34020	78	58	29793	43	33	47977	1382	171
FAC MIX PCT:	39.0%			29.5%			28.4%			5.6%			3.1%			100.0%		
SALARY FACTOR:	1.00			0.96			0.94			0.94			1.02			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
AVERAGE SALARY:	55616	412	172	41706	301	154	34110	302	140	32008	37	29	30445	44	31	44483	1059	226
FAC MIX PCT:	38.9%			28.4%			28.5%			3.5%			4.2%			100.0%		
SALARY FACTOR:	1.02			0.99			0.98			0.98			1.05			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
AVERAGE SALARY:	61472	422	178	45285	315	159	37318	294	136	34964	53	42	33835	23	20	49294	1054	232
FAC MIX PCT:	40.0%			29.9%			27.9%			5.0%			2.2%			100.0%		
SALARY FACTOR:	1.02			0.98			0.98			0.97			1.11			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of political science was reported in 167 of the 212 public institutions. The average salary of the 1,329 faculty was $44,786. This average salary was approximately 2.1 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, political science was reported in 171 of the same 212 public institutions. The average salary of the 1,382 faculty was $47,977. This average salary was approximately .2 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of political science in the public institutions studied was 7.1 percent ($47,977 minus $44,786 equals $3,191). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in political science average faculty salaries over the three-year period by 1.3 percent or an average of .4 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of political science (7.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2 percent more than the faculty in the discipline/major field of political science.

In the 1992-93 study the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank: 41.5 percent vs. 27.5 percent; in the 1995-96 study it is 39.0 percent vs. 28.4 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in political science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.3 percent (44/1,329) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 5.6 percent (78/1,382) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of political science was reported in 226 of the 337 private institutions. The average salary of the 1,059 faculty was $44,483, an average salary 3.1 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 232 of the same 337 private institutions reported political science. The average salary of the 1,054 faculty was $49,294, an average salary 3.8 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in political science in the private institutions studies was 10.8 percent ($49,294 minus $44,483 equals $4,811). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of political science over the three-year time period, is 2.4 percent or .8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to political science (10.8%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (10.8% minus 10.0% equals .8%) less than faculty in political science.

For both studies in the discipline/major field of political science, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 38.9 percent vs. 28.5 percent (1992-93); and 40.0 percent vs. 27.9 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in political science was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.5 percent (37/1,059) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.0 percent (53/1,054) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of political science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,824 (2.5%) faculty in the discipline/major field of political science participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of political science in 1992-93 were two and three percent above, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in political science in 1995-96 were the same as and four above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in political science in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in political science, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of political science is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 public and private studies was lower than the hiring rate for ALL MAJOR FIELDS. However, in the 1995-96 public and private studies the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of political science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including psychology. The CIP defines the discipline/major field of psychology as,

> A summary of groups of instructional programs that describe the scientific study of behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 136--42).]

This article summarizes the overall average salary increases in the discipline/major field of psychology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487

institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.7 for associate professors of psychology in the 1992-93 public study means that 27.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of psychology in the 1992-93 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of psychology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology											
AVERAGE SALARY:	53353	1016	176	42132	664	166	33519	640	166	31999	132	81	28003	75	44	44148	2395	187
FAC MIX PCT:	42.4%			27.7%			26.7%			5.5%			3.1%			100.0%		
SALARY FACTOR:	0.98			0.97			0.93			0.92			1.04			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology											
AVERAGE SALARY:	58772	1066	177	45201	690	169	36766	673	181	34867	108	82	29534	70	43	48279	2499	190
FAC MIX PCT:	42.7%			27.6%			26.9%			4.3%			2.8%			100.0%		
SALARY FACTOR:	0.99			0.95			0.94			0.96			1.01			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology											
AVERAGE SALARY:	52879	641	231	40611	535	221	33159	474	221	31308	49	42	29087	36	29	42934	1686	308
FAC MIX PCT:	38.0%			31.7%			28.1%			2.9%			2.1%			100.0%		
SALARY FACTOR:	0.97			0.96			0.95			0.95			1.01			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: Psychology											
AVERAGE SALARY:	57988	673	243	43867	563	237	35773	500	232	34848	93	73	28874	29	27	46712	1765	311
FAC MIX PCT:	38.1%			31.9%			28.3%			5.3%			1.6%			100.0%		
SALARY FACTOR:	0.97			0.95			0.94			0.97			0.95			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of psychology was reported in 187 of the 212 public institutions. The average salary of the 2,395 faculty was $44,148. This average salary was approximately .6 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, psychology was reported in 190 of the same 212 public institutions. The average salary of the 2,499 faculty was $48,279. This average salary was approximately .9 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of psychology in the public institutions studied was 9.4 percent ($48,279 minus $44,148 equals $4,131). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by 1 percent or an average of .3 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of psychology (9.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent less than the faculty in the discipline/major field of psychology.

In the 1992-93 study the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank: 42.4 percent vs. 26.7 percent; in the 1995-96 study it is 42.7 percent vs. 26.9 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.5 percent (132/2,395) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 4.3 percent (108/2,499) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of psychology was reported in 308 of the 337 private institutions. The average salary of the 1,686 faculty was $42,934, an average salary .5 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 311 of the same 337 private institutions reported psychology. The average salary of the 1,765 faculty was $46,712, an average salary 1.6 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in psychology in the private institutions studies was 8.8 percent ($46,712 minus $42,934 equals $3,778). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of psychology over the three-year time period, is .4 percent or .13 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to psychology (8.8%), the faculty in ALL MAJOR FIELDS increased their salaries 1.2 percent (10.0% minus 8.8% equals 1.2%) more than faculty in psychology.

For both studies in the discipline/major field of psychology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 38 percent vs. 28.1 percent (1992-93); and 38.1 percent vs. 28.3 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in psychology was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.9 percent (49/1,686) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.3 percent (93/1,765) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of psychology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,345 (4.4%) faculty in the discipline/major field of psychology participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of psychology in 1992-93 were one percent above and the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in psychology in 1995-96 were one percent above and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in psychology in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was .13 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in psychology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of psychology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 public and the 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1992-93 private study and the 1995-96 public studies was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of psychology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including protective services. The CIP defines the discipline/major field of protective services as,

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire and other safety services, and for managing penal institutions.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p.139--43).]

This article summarizes the overall average salary increases in the discipline/major field of protective services for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.7 for associate professors of protective services in the 1992-93 public study means that 28.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of protective services in the 1992-93 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of protective services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services											
AVERAGE SALARY:	51820	113	45	40211	114	50	32711	147	53	32212	19	12	26282	23	13	39931	397	64
FAC MIX PCT:	28.5%			28.7%			37.0%			4.8%			5.8%			100.0%		
SALARY FACTOR:	0.95			0.92			0.91			0.93			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services											
AVERAGE SALARY:	54819	120	46	44073	119	53	36624	150	56	34681	31	26	29391	36	20	43235	425	64
FAC MIX PCT:	28.2%			28.0%			35.3%			7.3%			8.5%			100.0%		
SALARY FACTOR:	0.92			0.93			0.94			0.95			1.01			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:							DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services											
AVERAGE SALARY:	54273	23	10	38760	17	14	32775	32	21	29125	4	4	32493	7	4	40297	79	30
FAC MIX PCT:	29.1%			21.5%			40.5%			5.1%			8.9%			100.0%		
SALARY FACTOR:	1.00			0.92			0.94			0.89			1.12			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: Protective Services											
AVERAGE SALARY:	55573	19	9	40685	21	13	34927	26	17	32833	3	3	26989	5	5	41596	71	27
FAC MIX PCT:	26.8%			29.6%			36.6%			4.2%			7.0%			100.0%		
SALARY FACTOR:	0.93			0.88			0.92			0.91			0.89			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of protective services was reported in 64 of the 212 public institutions. The average salary of the 397 faculty was $39,931. This average salary was approximately 9.9 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, protective services was reported in 64 of the same 212 public institutions. The average salary of the 425 faculty was $42,872. This average salary was approximately 10.7 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of protective services in the public institutions studied was 8.3 percent ($43,235 minus $39,931 equals $3,304). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in protective services average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of protective services (8.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent more than the faculty in the discipline/major field of protective services.

In the 1992-93 study the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank: 28.5 percent vs. 37.0 percent; in the 1995-96 study it is lower at the professor rank than at the assistant professor rank: 28.2 percent vs. 35.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in protective services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.3 percent (19/397) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 7.3 percent (31/425) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of protective services was reported in 30 of the 337 private institutions. The average salary of the 79 faculty was $40,297, an average salary 7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 27 of the same 337 private institutions reported protective services. The average salary of the 71 faculty was $41,596, an average salary 14.1 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in protective services in the private institutions studies was 3.2 percent ($41,596 minus $40,297 equals $1,299). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of protective services over the three-year time period, is 5.2 percent or 1.7 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to protective services (3.2%), the faculty in ALL MAJOR FIELDS increased their salaries 6.8 percent (10.0% minus 3.2% equals 6.8%) less than faculty in protective services.

For both studies in the discipline/major field of protective services, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 29.1 percent vs. 40.5 percent (1992-93); and 26.8 percent vs. 36.6 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in protective services was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.1 percent (4/79) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.2 percent (3/71) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of protective services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 972 (.5%) faculty in the discipline/major field of protective services participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of protective services in 1992-93 were nine percent and seven percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in protective services in 1995-96 were ten percent and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in protective services in the public institutions received an average annual salary increase of .03 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.7 percent below the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in protective services, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of protective services is still an emerging discipline/field in academia.

Finally, the hiring rate for new assistant professors in the discipline/major field of protective services for the 1995-96 private study was lower than the hiring rate for ALL MAJOR FIELDS. However, in the 1992-93 and 1995-96 public studies and in the 1992-93 private study, the hiring rate for new assistant professors in the discipline/major field of protective services was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of protective services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN
public health
FOR THE YEARS
1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including public health. The CIP defines the discipline/major field of public health as,

> A summary of groups of instructional programs that prepare individuals to provide publicly supervised health services to community, regional, national and international health services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p.183--51.22]

This article summarizes the overall average salary increases in the discipline/major field of public health for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of public health for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.2 for associate professors of public health in the 1992-93 public study means that 28.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of public health in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of public health with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Public Health, General																	
AVERAGE SALARY:	57450	63	17	40626	69	20	35235	63	20	34130	14	9	29606	26	12	42589	221	26
FAC MIX PCT:	28.5%			31.2%			28.5%			6.3%			11.8%			100.0%		
SALARY FACTOR:	1.05			0.93			0.98			0.98			1.10			0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Public Health, General																	
AVERAGE SALARY:	59468	83	23	46003	74	26	37210	82	26	36472	18	9	30226	24	10	46071	263	30
FAC MIX PCT:	31.6%			28.1%			31.2%			6.8%			9.1%			100.0%		
SALARY FACTOR:	1.00			0.97			0.96			1.00			1.04			0.96		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Public Health, General																	
AVERAGE SALARY:	65649	86	6	47795	79	8	37913	111	7	37626	7	4	30467	18	4	48226	294	12
FAC MIX PCT:	29.3%			26.9%			37.8%			2.4%			6.1%			100.0%		
SALARY FACTOR:	1.20			1.13			1.08			1.15			1.05			1.12		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Public Health, General																	
AVERAGE SALARY:	81927	101	4	53782	83	6	45581	97	8	42341	11	1	33592	29	4	58497	310	11
FAC MIX PCT:	32.6%			26.8%			31.3%			3.5%			9.4%			100.0%		
SALARY FACTOR:	1.36			1.16			1.20			1.17			1.10			1.23		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of public health was reported in 26 of the 212 public institutions. The average salary of the 221 faculty was $42,589. This average salary was approximately 3.0 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, public health was reported in 30 of the same 212 public institutions. The average salary of the 263 faculty was $46,071. This average salary was approximately 3.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of public health in the public institutions studied was 8.2 percent ($46,071 minus $42,589 equals $3,482). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in public health average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of public health (8.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent more than the faculty in the discipline/major field of public health.

In the 1992-93 study the faculty mix percentage in public health is the same at the professor rank as it is at the assistant professor rank: 28.5 percent vs. 28.5 percent; in the 1995-96 study it is higher at the professor rank than at the assistant professor rank: 31.6 percent vs. 31.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in public health in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 6.3 percent (14/221) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 6.8 percent (18/263) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of public health was reported in 12 of the 337 private institutions. The average salary of the 294 faculty was $48,226, an average salary 11.8 percent higher than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 11 of the same 337 private institutions reported public health. The average salary of the 310 faculty was $58,497, an average salary 23.2 percent higher than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in public health in the private institutions studies was 21.3 percent ($58,497 minus $48,226 equals $10,271). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of public health over the three-year time period, is 12.9 percent or 4.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to public health (21.3%), the faculty in ALL MAJOR FIELDS increased their salaries 11.3 percent (21.3% minus 10.0% equals 11.3%) less than faculty in public health.

In the 1992-93 study in the discipline/major field of public health, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 29.3 percent vs. 37.8 percent. However, in the 1995-96 study the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.6 percent vs. 31.3 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in public health was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 2.4 percent (7/294) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 3.5 percent (11/310) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of public health and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,088 (.6%) faculty in the discipline/major field of public health participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of public health in 1992-93 were three percent below and 12 percent above, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in public health in 1995-96 were four percent below and 23 percent above below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in public health in the public institutions received an average annual salary increase of .07 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 4.3 percent above the cost-of-living.

Third, in the 1992-93 public study in the discipline/major of public health the professor rank FAC MIX PCTs are the same as those for the assistant professor rank. In the public and private 1995-96 studies the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. In the private 1992-93 study the professor rank FAC MIX PCTs are lower than the assistant profeesor rank. These data indicate that in both the public and private studies the discipline/major field of public health is still an emerging discipline/field in academia.

Finally, the hiring rate for new assistant professors in the discipline-/major field of public health for the 1992-93 and 1995-96 public studies was higher than the hiring rate for ALL MAJOR FIELDS. However, in the 1992-93 and

1995-96 private studies, the hiring rate for new assistant professors in the discipline/major field of public health was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of public health has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including reading teacher education. The *CIP* defines the discipline/major field of reading teacher education as,

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 82--13.1315 .]

This article summarizes the overall average salary increases in the discipline/major field of reading teacher education for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.9 for associate professors of reading teacher education in the 1992-93 public study means that 31.9 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of reading teacher education in the 1992-93 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of reading teacher education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	52516	51	19	41836	46	20	35546	35	19	38021	3	3	28189	12	7	42953	144	31
FAC MIX PCT:	35.4%			31.9%			24.3%			2.1%			8.3%			100.0%		
SALARY FACTOR:	0.96			0.96			0.99			1.10			1.05			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	50835	62	27	44263	34	16	36985	36	20	35819	9	6	29739	9	8	44367	141	35
FAC MIX PCT:	44.0%			24.1%			25.5%			6.4%			6.4%			100.0%		
SALARY FACTOR:	0.85			0.93			0.95			0.98			1.02			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	54786	7	6	39285	12	9	36602	6	5	39000	1	1	24102	4	4	40377	29	20
FAC MIX PCT:	24.1%			41.4%			20.7%			3.4%			13.8%			100.0%		
SALARY FACTOR:	1.00			0.93			1.05			1.19			0.83			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
AVERAGE SALARY:	63771	9	8	44370	8	7	35771	10	9				29139	2	2	46375	29	19
FAC MIX PCT:	31.0%			27.6%			34.5%						6.9%			100.0%		
SALARY FACTOR:	1.06			0.96			0.94						0.96			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of reading teacher education was reported in 31 of the 212 public institutions. The average salary of the 144 faculty was $42,953. This average salary was approximately 2.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, reading teacher education was reported in 35 of the same 212 public institutions. The average salary of the 141 faculty was $44,367. This average salary was approximately 7.9 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of reading teacher education in the public institutions studied was 3.3 percent ($44,367 minus $42,953 equals $1,414). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of reading teacher education (3.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.8 percent more than the faculty in the discipline/major field of reading teacher education.

In the 1992-93 study the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank: 35.4 percent vs. 24.3 percent; in the 1995-96 study it is 44.0 percent vs. 25.5

percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.1 percent (3/144) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 6.4 percent (9/141) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of reading teacher education was reported in 20 of the 337 private institutions. The average salary of the 29 faculty was $40,377, an average salary 6.8 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 19 of the same 337 private institutions reported reading teacher education. The average salary of the 29 faculty was $46,375, an average salary 2.3 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in reading teacher education in the private institutions studies was 14.8 percent ($46,375 minus $40,377 equals $5,998). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of reading teacher education over the three-year time period, is 6.4 percent or 2.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to reading teacher education (14.8%), the faculty in ALL MAJOR FIELDS increased their salaries 4.8 percent (14.8% minus 10.0% equals 4.8%) less than faculty in reading teacher education.

In the the discipline/major field of reading teacher education, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank for the 1992-93 study: 24.1 percent vs. 20.7 percent. In the 1995-96 private study the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 31.0 percent vs. 34.5 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in reading teacher education was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.4 percent (1/29) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 0.0 percent (0/29) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of reading teacher education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 343 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same

337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of reading teacher education in 1992-93 were two percent and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in reading teacher education in 1995-96 were seven percent and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 1.7 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 2.1 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public private studies in reading teacher education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of reading teacher education is firmly established and on going in the academy. However, in the 1992-93 private study in reading teacher education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, while they are higher in the 1995-96 private study, indicating that in the the private studies the discipline/major field of reading teacher education is still emerging in the academy.

Finally, the hiring rate for new assistant professors in reading teacher education in the 1992-93 public study and in both the 1992-93 and 1995-96 private studies were lower than the hiring rate for ALL MAJOR FIELDS. However, in the public 1995-96 study the hiring rate for new assistant professors in reading teacher education was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of reading teacher education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including social sciences. The *CIP* defines the discipline/major field of social sciences as,

> An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 143--45.0101).]

This article summarizes the overall average salary increases in the discipline/major field of social sciences for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487

institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of social sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.5 for associate professors of social sciences in the 1992-93 public study means that 31.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of social sciences in the 1992-93 public study means that their average salary is two percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of social sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                      ASSO               ASST               NEW
                                                                            ASST
                  PROF                PROF               PROF               PROF              INSTRUCTOR              ALL RANKS
            SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM    N/IN

                                            DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PUBLIC 1992-93:                              MAJOR FIELD: Social Sciences, General
AVERAGE
SALARY:  56806  197  40   44421 196  41    36067  197  39    32773   25  16    27281   32  14    44816   622  52
FAC MIX
PCT:     31.7%            31.5%            31.7%              4.0%             5.1%             100.0%
SALARY
FACTOR:   1.04             1.02             1.00              0.95             1.02              1.02

                                                  ALL MAJOR FIELDS
AVERAGE
SALARY:  54518 19682      43644 17249      36026 17758       34654 2434       26818 3879        43874 58568  212
FAC MIX
PCT:     33.6%            29.5%            30.3%              4.2%             6.6%             100.0%

                                            DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PUBLIC, 1995-96:                             MAJOR FIELD: Social Sciences, General
AVERAGE
SALARY:  58432  222  35   46335 166  33    35286  166  39    32803   30  16    29563   21  12    47203   575  42
FAC MIX
PCT:     38.6%            28.9%            28.9%              5.2%             3.7%             100.0%
SALARY
FACTOR:   0.98             0.98             0.91              0.90             1.02              0.99

                                                  ALL MAJOR FIELDS
AVERAGE
SALARY:  59610 20428      47366 18254      38928 17820       36373 2811       29106 3838        47858 60340  212
FAC MIX
PCT:     33.9%            30.3%            29.5%              4.7%             6.4%             100.0%
- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                            DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PRIVATE, 92-93:                              MAJOR FIELD: Social Sciences, General
AVERAGE
SALARY:  43280  102  38   37799  81  41    30943   97  36    29520   17  12    24339   10   7    36969   290  58
FAC MIX
PCT:     35.2%            27.9%            33.4%              5.9%             3.4%             100.0%
SALARY
FACTOR:   0.79             0.89             0.89              0.90             0.84              0.86

                                                  ALL MAJOR FIELDS
AVERAGE
SALARY:  54539 11253      42331 10862      34956 11225       32785 1415       28932 1951        43137 35291  337
FAC MIX
PCT:     31.9%            30.8%            31.8%              4.0%             5.5%             100.0%

                                            DISCIPLINE: SOCIAL SCIENCES AND HISTORY
PRIVATE, 1995-96:                            MAJOR FIELD: Social Sciences, General
AVERAGE
SALARY:  52438  104  35   45138  84  34    34484   94  35    33421   14  11    23748   14   6    43308   296  53
FAC MIX
PCT:     35.1%            28.4%            31.8%              4.7%             4.7%             100.0%
SALARY
FACTOR:   0.87             0.98             0.91              0.93             0.78              0.91

                                                  ALL MAJOR FIELDS
AVERAGE
SALARY:  60032 11948      46167 11659      37984 11222       36092 1807       30425 1684        47463 36513  337
FAC MIX
PCT:     32.7%            31.9%            30.7%              4.9%             4.6%             100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of social sciences was reported in 52 of the 212 public institutions. The average salary of the 622 faculty was $44,816. This average salary was approximately 2.1 percent higher than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, social sciences was reported in 42 of the same 212 public institutions. The average salary of the 575 faculty was $47,203. This average salary was approximately 1.4 percent higher than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of social sciences in the public institutions studied was 5.3 percent ($47,203 minus $44,816 equals $2,387). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in social sciences average faculty salaries over the three-year period by 3.1 percent or an average of 1 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of social sciences (5.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent more than the faculty in the discipline/major field of social sciences.

In the 1992-93 study the faculty mix percentage in social sciences is the same at the professor rank as the assistant professor rank; in the 1995-96 study it is higher: 38.6 percent vs. 28.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in social sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.0 percent (25/622) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 5.2 percent (30/575) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of social sciences was reported in 58 of the 337 private institutions. The average salary of the 290 faculty was $36,969, an average salary 16.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 53 of the same 337 private institutions reported social sciences. The average salary of the 296 faculty was $43,308, an average salary 9.6 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in social sciences in the private institutions studies was 17.1 percent ($43,308 minus $36,969 equals $6,339). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of social sciences over the three-year time period, is 8.7 percent or 2.9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to social sciences (17.1%), the faculty in ALL MAJOR FIELDS increased their salaries 7.1 percent (17.1% minus 10.0% equals 7.1%) less than faculty in social sciences.

For both studies in the discipline/major field of social sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.2 percent vs. 33.4 percent (1992-93); and 35.1 percent vs. 31.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in social sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.9 percent (17/290) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.7 percent (14/296) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of social sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,783 (.9%) faculty in the discipline/major field of social sciences participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of social sciences in 1992-93 were two percent above and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in social sciences in 1995-96 were one percent below and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in social sciences in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.9 percent above the cost-of-living.

Third, in the 1992-93 public study the professor rank FAC MIX PCTs are the same as the assistant professor rank. However, in the 1995-96 public and the 1992-93 and 1995-96 private studies in social sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of social sciences is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 public study and 1995-96 private study was lower than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1992-93 private and 1995-96 public study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of social sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN SOCIAL WORK FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including social work. The _CIP_ defines the discipline/major field of social work as,

> An instructional program that prepares individuals for the professional practice of social welfare administration and counseling, and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 142--44.0701).]

This article summarizes the overall average salary increases in the discipline/major field of social work for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institu

tions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of social work for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.1 for associate professors of social work in the 1992-93 public study means that 35.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 1.04 for associate professors in the discipline/major field of social work in the 1992-93 public study means that their average salary is four percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of social work with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
AVERAGE SALARY:	55653	118	48	45340	170	64	35228	176	75	34373	27	23	27550	21	16	43409	485	80
FAC MIX PCT:	24.3%			35.1%			36.3%			5.6%			4.3%			100.0%		
SALARY FACTOR:	1.02			1.04			0.98			0.99			1.03			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
AVERAGE SALARY:	57659	128	57	46949	181	70	37826	250	83	36309	47	34	30494	41	25	44308	600	97
FAC MIX PCT:	21.3%			30.2%			41.7%			7.8%			6.8%			100.0%		
SALARY FACTOR:	0.97			0.99			0.97			1.00			1.05			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93: DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
AVERAGE SALARY:	46063	55	21	37795	125	58	32509	117	60	31753	18	11	25447	16	12	36641	313	83
FAC MIX PCT:	17.6%			39.9%			37.4%			5.8%			5.1%			100.0%		
SALARY FACTOR:	0.84			0.89			0.93			0.97			0.88			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES MAJOR FIELD: Social Work																		
AVERAGE SALARY:	50553	63	34	42136	123	66	34679	143	69	32178	19	16	29922	14	13	40074	343	96
FAC MIX PCT:	18.4%			35.9%			41.7%			5.5%			4.1%			100.0%		
SALARY FACTOR:	0.84			0.91			0.91			0.89			0.98			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of social work was reported in 80 of the 212 public institutions. The average salary of the 485 faculty was $43,409. This average salary was approximately 1.1 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, social work was reported in 97 of the same 212 public institutions. The average salary of the 600 faculty was $44,308. This average salary was approximately 8 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of social work in the public institutions studied was 2.1 percent ($44,308 minus $43,409 equals $899). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in social work average faculty salaries over the three-year period by 6.3 percent or an average of 2.1 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of social work (2.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7 percent more than the faculty in the discipline/major field of social work.

In the 1992-93 study the faculty mix percentage in social work is lower at the professor rank than at the assistant professor rank: 24.3 percent vs. 36.3 percent; in the 1995-96 study it is 21.3 percent vs. 41.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in social work in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.6 percent (27/485) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 7.8 percent (47/600) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of social work was reported in 83 of the 337 private institutions. The average salary of the 313 faculty was $36,641, an average salary 17.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 96 of the same 337 private institutions reported social work. The average salary of the 343 faculty was $40,074, an average salary 18.4 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in social work in the private institutions studies was 9.4 percent ($40,074 minus $36,641 equals $3,433). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of social work over the three-year time period, is 1.0 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to social work (9.4%), the faculty in ALL MAJOR FIELDS increased their salaries .6 percent (10.0% minus 9.4% equals .6%) more than faculty in social work.

For both studies in the discipline/major field of social work, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 17.6 percent vs. 37.4 percent (1992-93); and 18.4 percent vs. 41.7 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in social work was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 5.7 percent (18/313) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.5 percent (19/343) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of social work and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,741 (.9%) faculty in the discipline/major field of social work participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of social work in 1992-93 were one percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in social work in 1995-96 were seven percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in social work in the public institutions received an average annual salary increase of 2.1 percent below the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in social work, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of social work is still emerging in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public study and in the 1992-93 and 1995-96 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of social work has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including sociology. The CIP defines the discipline/major field of sociology as,

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 148--45.1101).]

This article summarizes the overall average salary increases in the discipline/major field of sociology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institu-

tions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.7 for associate professors of sociology in the 1992-93 public study means that 31.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of sociology in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of sociology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:																		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
AVERAGE SALARY:	50499	471	132	40580	400	137	33037	353	130	31957	45	37	25901	39	30	41718	1263	162
FAC MIX PCT:	37.3%			31.7%			27.9%			3.6%			3.1%			100.0%		
SALARY FACTOR:	0.93			0.93			0.92			0.92			0.97			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:																		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
AVERAGE SALARY:	55628	504	138	44613	377	134	36084	358	133	33657	56	46	28542	47	37	45968	1286	164
FAC MIX PCT:	39.2%			29.3%			27.8%			4.4%			3.7%			100.0%		
SALARY FACTOR:	0.93			0.94			0.93			0.93			0.98			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
PRIVATE, 92-93:																		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
AVERAGE SALARY:	51409	286	147	40868	311	163	33265	241	146	31438	36	34	30170	19	16	42011	857	250
FAC MIX PCT:	33.4%			36.3%			28.1%			4.2%			2.2%			100.0%		
SALARY FACTOR:	0.94			0.97			0.95			0.96			1.04			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:																		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
AVERAGE SALARY:	56486	311	163	44461	293	159	36143	239	142	34140	46	41	31553	20	17	46191	863	252
FAC MIX PCT:	36.0%			34.0%			27.7%			5.3%			2.3%			100.0%		
SALARY FACTOR:	0.94			0.96			0.95			0.95			1.04			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of sociology was reported in 162 of the 212 public institutions. The average salary of the 1,263 faculty was $41,718. This average salary was approximately 5.2 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, sociology was reported in 164 of the same 212 public institutions. The average salary of the 1,286 faculty was $45,968. This average salary was approximately 4.1 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of sociology in the public institutions studied was 10.2 percent ($45,968 minus $41,718 equals $4,250). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by 1.8 percent or an average of .6 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of sociology (10.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent less than the faculty in the discipline/major field of sociology.

In the 1992-93 study the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank: 37.3 percent vs. 27.9 percent; in the 1995-96 study it is 39.2 percent vs. 27.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 3.6 percent (45/1,263) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 4.3 percent (56/1,286) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of sociology was reported in 250 of the 337 private institutions. The average salary of the 857 faculty was $42,011, an average salary 2.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 252 of the same 337 private institutions reported sociology. The average salary of the 863 faculty was $46,191, an average salary 2.7 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in sociology in the private institutions studies was 9.9 percent ($46,191 minus $42,011 equals $4,180). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of sociology over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to sociology (9.9%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (10.0% minus 9.9% equals .1%) more than faculty in sociology.

For both studies in the discipline/major field of sociology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 33.4 percent vs. 28.1 percent; and higher in the 1995-96 study: 36.0 percent vs. 27.7 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in sociology was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 4.2 percent (36/857) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 5.3 percent (46/863) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of sociology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,269 (2.2%) faculty in the discipline/major field of sociology participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a

variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of sociology in 1992-93 were five percent and three percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in sociology in 1995-96 were four percent and three percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in sociology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public and private studies the discipline/major field of sociology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public studies was lower than the hiring rate for ALL MAJOR FIELDS. In the 1992-93 and 1995-96 private studies, however, the hiring rate for new assistant professors was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of sociology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including special education. The _CIP_ defines the discipline/major field of special education as,

> An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 78--13.1001).]

This article summarizes the overall average salary increases in the discipline/major field of special education for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institu-

tions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.0 for associate professors of special education in the 1992-93 public study means that 28.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of special education in the 1992-93 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of special education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93:							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
AVERAGE SALARY:	49966	176	59	41165	139	60	33317	155	59	32670	29	25	26880	26	18	41086	496	74
FAC MIX PCT:	35.5%			28.0%			31.3%			5.8%			5.2%			100.0%		
SALARY FACTOR:	0.92			0.94			0.92			0.94			1.00			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96:							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
AVERAGE SALARY:	55690	186	64	45657	152	63	36991	175	67	35361	42	32	29532	28	21	45469	541	84
FAC MIX PCT:	34.4%			28.1%			32.3%			7.8%			5.2%			100.0%		
SALARY FACTOR:	0.93			0.96			0.95			0.97			1.01			0.95		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

PRIVATE, 92-93:							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
AVERAGE SALARY:	46770	35	19	42578	33	22	33518	33	24	33556	7	6	23591	3	3	40566	104	40
FAC MIX PCT:	33.7%			31.7%			31.7%			6.7%			2.9%			100.0%		
SALARY FACTOR:	0.86			1.01			0.96			1.02			0.82			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96:							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
AVERAGE SALARY:	60684	38	18	44126	39	24	35342	39	28	34196	6	6	25876	8	6	45260	124	41
FAC MIX PCT:	30.6%			31.5%			31.5%			4.8%			6.5%			100.0%		
SALARY FACTOR:	1.01			0.96			0.93			0.95			0.85			0.95		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of special education was reported in 74 of the 212 public institutions. The average salary of the 496 faculty was $41,086. This average salary was approximately 6.8 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, special education was reported in 84 of the same 212 public institutions. The average salary of the 541 faculty was $45,469. This average salary was approximately 5.2 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of special education in the public institutions studied was 10.7 percent ($45,469 minus $41,086 equals $4,383). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by 2.3 percent or an average of .77 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of special education (10.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.6 percent less than the faculty in the discipline/major field of special education.

In the 1992-93 study the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank: 35.5 percent vs. 31.3 percent; in the 1995-96 study it is 34.4 percent vs. 32.3 percent. The

differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in special education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 5.8 percent (29/496) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 7.8 percent (42/541) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of special education was reported in 40 of the 337 private institutions. The average salary of the 104 faculty was $40,566, an average salary 6.3 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 41 of the same 337 private institutions reported special education. The average salary of the 124 faculty was $45,260, an average salary 4.9 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in special education in the private institutions studies was 11.6 percent ($45,260 minus $40,566 equals $4,694). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 3.2 percent or 1.1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.0 percent ($47,463 minus

$43,137 equals $4,336). In comparison to special education (11.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.6 percent (11.6% minus 10.0% equals 1.6%) less than faculty in special education.

In the private 1992-93 study for the discipline/major field of special education, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 33.7 percent vs. 31.7 percent. However, for the private 1995-96 study the faculty mix percentage is lower at the professor rank than the assistant professor rank: 30.6 percent vs. 31.5 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 6.7 percent (7/104) vs. 4.0 percent (1,415/35,291) and lower in the 1995-96 private study: 4.8 percent (6/124) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of special education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,265 (.7%) faculty in the discipline/major field of special education participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of special education in 1992-93 were six percent and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in special education in 1995-96 were five percent and five percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in special education in the public institutions received an average annual salary increase of .77 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent above the cost-of-living.

Third, in 1995-96 private study in special education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in both the 1992-93 public and private studies and in the 1995-96 public study the in special education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public and private studies the discipline/major field of special education is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in the private 1995-96 study was lower than the hiring rate for ALL MAJOR FIELDS. However, in the 1992-93 and 1995-96 public and 1992-93 private studies the hiring rate for new assistant professors was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of special education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including speech pathology and audiology. The CIP defines the discipline/major field of speech pathology and audiology as,

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 169-170--51.0204).]

This article summarizes the overall average salary increases in the discipline/major field of speech pathology and audiology for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same

212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of speech pathology and audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.2 for associate professors of speech pathology and audiology in the 1992-93 public study means that 30.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of speech pathology and audiology in the 1992-93 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of speech pathology and audiology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES																	
PUBLIC 1992-93:	MAJOR FIELD: Speech-Language and Pathology and Audiology																	
AVERAGE SALARY:	52817	100	45	41538	103	45	33780	105	43	32818	16	14	27719	33	19	41119	341	56
FAC MIX PCT:	29.3%			30.2%			30.8%			4.7%			9.7%			100.0%		
SALARY FACTOR:	0.97			0.95			0.94			0.95			1.03			0.94		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES																	
PUBLIC, 1995-96:	MAJOR FIELD: Speech-Language and Pathology and Audiology																	
AVERAGE SALARY:	56957	125	53	46230	139	48	38431	156	55	34283	18	17	30579	40	22	45139	460	64
FAC MIX PCT:	27.2%			30.2%			33.9%			3.9%			8.7%			100.0%		
SALARY FACTOR:	0.96			0.98			0.99			0.94			1.05			0.94		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		
	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES																	
PRIVATE, 92-93:	MAJOR FIELD: Speech-Language and Pathology and Audiology																	
AVERAGE SALARY:	54940	19	12	41047	14	7	33668	20	10	36000	1	1	33541	5	4	42407	58	15
FAC MIX PCT:	32.8%			24.1%			34.5%			1.7%			8.6%			100.0%		
SALARY FACTOR:	1.01			0.97			0.96			1.10			1.16			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES																	
PRIVATE, 1995-96:	MAJOR FIELD: Speech-Language and Pathology and Audiology																	
AVERAGE SALARY:	62221	16	12	43804	26	14	37419	39	15	34976	7	6	33037	9	6	43235	90	20
FAC MIX PCT:	17.6%			28.9%			43.3%			7.8%			10.0%			100.0%		
SALARY FACTOR:	1.04			0.95			0.99			0.97			1.09			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of speech pathology and audiology was reported in 56 of the 212 public institutions. The average salary of the 341 faculty was $41,119. This average salary was approximately 6.7 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, speech pathology and audiology was reported in 64 of the same 212 public institutions. The average salary of the 460 faculty was $45,139. This average salary was approximately 6 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology in the public institutions studied was 9.8 percent ($45,139 minus $41,119 equals $4,020). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the three-year period by 1.4 percent or an average of .47 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of speech pathology and audiology (9.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent less than the faculty in the discipline/major field of speech pathology and audiology.

In the 1992-93 study the faculty mix percentage in speech pathology and audiology is lower at the professor rank than at the assistant professor rank: 29.3 percent vs. 30.8 percent; in the 1995-96 study it is 27.2 percent vs. 33.9

percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.7 percent (16/341) vs. 4.1 percent (2,434/58,568) and lower in 1995-96, 3.9 percent (18/460) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of speech pathology and audiology was reported in 15 of the 337 private institutions. The average salary of the 58 faculty was $42,407, an average salary 1.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 20 of the same 337 private institutions reported speech pathology and audiology. The average salary of the 90 faculty was $43,235, an average salary 9.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in speech pathology and audiology in the private institutions studies was 1.9 percent ($43,235 minus $42,407 equals $828). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of speech pathology and audiology over the three-year time period, is 6.5 percent or 2.2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to speech pathology and audiology (1.9%), the faculty in ALL MAJOR FIELDS increased their salaries 8.1 percent (10.0% minus 1.9% equals 8.1%) more than faculty in speech pathology and audiology.

For both studies in the discipline/major field of speech pathology and audiology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 32.8 percent vs. 34.5 percent (1992-93); and 17.6 percent vs. 43.3 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in speech pathology and audiology was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 1.7 percent (1/58) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 7.8 percent (7/90) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of speech pathology and audiology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 949 (.5%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 51 disciplines/major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of speech pathology and audiology in 1992-93 were two percent and six percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in speech pathology and audiology in 1995-96 were six percent and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of .47 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was 2.2 percent below the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in speech pathology and audiology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of speech pathology and audiology is still an emerging discipline/field in academia.

Finally, the hiring rate for new assistant professors in the 1992-93 public study and in the 1995-96 private study was higher than the hiring rate for ALL MAJOR FIELDS. However, in the 1995-96 public study and in the 1992-93 private study the hiring rate for new assistant professors was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of speech pathology and audiology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including teacher education. The CIP defines the discipline/major field of teacher education as,

> A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p.80--13.13).]

This article summarizes the overall average salary increases in the discipline/major field of teacher education for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the 487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also

participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.3 for associate professors of teacher education in the 1992-93 public study means that 25.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of teacher education in the 1992-93 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of teacher education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                      NEW
                         ASSO           ASST          ASST
         PROF            PROF           PROF          PROF          INSTRUCTOR       ALL RANKS
   SALARY NUM N/IN  SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM    N/IN

                                       DISCIPLINE: EDUCATION
PUBLIC 1992-93:        MAJOR FIELD: Teacher Education/Specific Academic & Vocational Pgms
AVERAGE
SALARY: 49424  261  53  40534 235  58   33889  334  59   31630   45  26  26513   98  31   39162   928  65
FAC MIX
PCT:     28.1%           25.3%          36.0%            4.8%           10.6%           100.0%
SALARY
FACTOR:  0.91            0.93           0.94             0.91            0.99            0.89

                                         ALL MAJOR FIELDS
AVERAGE
SALARY: 54518 19682      43644 17249    36026 17758      34654 2434      26818 3879      43874 58568  212
FAC MIX
PCT:     33.6%           29.5%          30.3%            4.2%            6.6%           100.0%

                                       DISCIPLINE: EDUCATION
PUBLIC, 1995-96:       MAJOR FIELD: Teacher Education/Specific Academic & Vocational Pgms
AVERAGE
SALARY: 51952  244  52  43079 260  59   36196  339  61   33808   49  29  27790   86  28   41482   929  67
FAC MIX
PCT:     26.3%           28.0%          36.5%            5.3%            9.3%           100.0%
SALARY
FACTOR:  0.87            0.91           0.93             0.93            0.95            0.87

                                         ALL MAJOR FIELDS
AVERAGE
SALARY: 59610 20428      47366 18254    38928 17820      36373 2811      29106 3838      47858 60340  212
FAC MIX
PCT:     33.9%           30.3%          29.5%            4.7%            6.4%           100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                       DISCIPLINE: EDUCATION
PRIVATE, 92-93:        MAJOR FIELD: Teacher Education/Specific Academic & Vocational Pgms
AVERAGE
SALARY: 44333   88  44  37394  123  57  31984  147  61   30471   27  20  26333   30  21   36063   388  77
FAC MIX
PCT:     22.7%           31.7%          37.9%            7.0%            7.7%           100.0%
SALARY
FACTOR:  0.81            0.88           0.91             0.93            0.91            0.84

                                         ALL MAJOR FIELDS
AVERAGE
SALARY: 54539 11253      42331 10862    34956 11225      32785 1415      28932 1951      43137 35291  337
FAC MIX
PCT:     31.9%           30.8%          31.8%            4.0%            5.5%           100.0%

                                       DISCIPLINE: EDUCATION
PRIVATE, 1995-96:      MAJOR FIELD: Teacher Education/Specific Academic & Vocational Pgms
AVERAGE
SALARY: 50320  101  48  42038 136  53   35064  164  52   34214   27  19  28975   16  13   40800   417  68
FAC MIX
PCT:     24.2%           32.6%          39.3%            6.5%            3.8%           100.0%
SALARY
FACTOR:  0.84            0.91           0.92             0.95            0.95            0.86

                                         ALL MAJOR FIELDS
AVERAGE
SALARY: 60032 11948      46167 11659    37984 11222      36092 1807      30425 1684      47463 36513  337
FAC MIX
PCT:     32.7%           31.9%          30.7%            4.9%            4.6%           100.0%
```

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of teacher education was reported in 65 of the 212 public institutions. The average salary of the 928 faculty was $39,162. This average salary was approximately 12 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, teacher education was reported in 67 of the same 212 public institutions. The average salary of the 929 faculty was $41,482. This average salary was approximately 15.4 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of teacher education in the public institutions studied was 5.9 percent ($41,482 minus $39,162 equals $2,320). The CPI of increase cost-of-living between October 1921 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in teacher education average faculty salaries over the three-year period by 2.5 percent or an average of .8 percent each year below the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of teacher education (5.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.2 percent more than the faculty in the discipline/major field of teacher education.

In the 1992-93 study the faculty mix percentage in teacher education is lower at the professor rank than at the assistant professor rank: 28.1 percent vs. 36.0 percent; in the 1995-96 study it is lower at the professor rank than at the assistant professor rank: 26.3 percent vs. 36.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1992-93, 4.8 percent (45/928) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 5.3 percent (49/929) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of teacher education was reported in 77 of the 337 private institutions. The average salary of the 388 faculty was $36,063, an average salary 19.6 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 68 of the same 337 private institutions reported teacher education. The average salary of the 417 faculty was $40,800, an average salary 16.3 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in teacher education in the private institutions studies was 13.1 percent ($40,800 minus $36,063 equals $4,737). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of teacher education over the three-year time period, is 4.7 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to teacher education (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 3.1 percent (13.1% minus 10.0% equals 3.1%) less than faculty in teacher education.

For both studies in the discipline/major field of teacher education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 22.7 percent vs. 37.9 percent (1992-93); and 24.2 percent vs. 39.3 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 6.9 percent (27/388) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6.5 percent (27/417) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of teacher education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,662 (1.4%) faculty in the discipline/major field of teacher education participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of teacher education in 1992-93 were 11 percent and 16 percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in teacher education in 1995-96 were 13 percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in teacher education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of teacher education is still an emerging discipline/field in academia.

Finally, the hiring rate for new assistant professors in the 1992-93 and 1995-96 public and private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of teacher education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS FOR THE YEARS 1992-93 AND 1995-96

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1995-96: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 51 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including visual and performing arts. The CIP defines the discipline/major field of visual and performing arts as,

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p.161--50).]

This article summarizes the overall average salary increases in the discipline/major field of visual and performing arts for both public and private institutions from the "baseline year" of 1992-93 to and including the "trend year" of 1995-96. Of the 269 institutions which participated in CUPA's PUBLIC study of 1992-93, 212 also participated in 1995-96. Data from those same 212 institutions were used in both the baseline year and the trend year. Of the

487 institutions which participated in CUPA's PRIVATE study of 1992-93, 337 also participated in 1995-96. Data from those same 337 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1992-93 and 1995-96).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.9 for associate professors of visual and performing arts in the 1992-93 public study means that 32.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1992-93, PUBLIC 1995-96, PRIVATE 1992-93 and PRIVATE 1995-96. For example, a SALARY FACTOR of .89 for associate professors in the discipline/major field of visual and performing arts in the 1992-93 public study means that their average salary is 11 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1992-93 or 1995-96). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 51 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of visual and performing arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1992-93 and the "trend year" of 1995-96 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1992-93: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	49584	197	48	38970	231	56	31905	239	54	29957	17	11	26348	36	16	38896	703	64
FAC MIX PCT:	28.0%			32.9%			34.0%			2.4%			5.1%			100.0%		
SALARY FACTOR:	0.91			0.89			0.89			0.86			0.98			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54518	19682		43644	17249		36026	17758		34654	2434		26818	3879		43874	58568	212
FAC MIX PCT:	33.6%			29.5%			30.3%			4.2%			6.6%			100.0%		
PUBLIC, 1995-96: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	54488	210	48	42537	246	57	34898	219	54	33147	34	24	28335	42	20	42872	717	67
FAC MIX PCT:	29.3%			34.3%			30.5%			4.7%			5.9%			100.0%		
SALARY FACTOR:	0.91			0.90			0.90			0.91			0.97			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59610	20428		47366	18254		38928	17820		36373	2811		29106	3838		47858	60340	212
FAC MIX PCT:	33.9%			30.3%			29.5%			4.7%			6.4%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 92-93: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	44649	56	29	37311	93	45	30822	79	44	32363	9	7	27604	14	11	36329	242	65
FAC MIX PCT:	23.1%			38.4%			32.6%			3.7%			5.8%			100.0%		
SALARY FACTOR:	0.82			0.88			0.88			0.99			0.95			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54539	11253		42331	10862		34956	11225		32785	1415		28932	1951		43137	35291	337
FAC MIX PCT:	31.9%			30.8%			31.8%			4.0%			5.5%			100.0%		
PRIVATE, 1995-96: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	51608	45	29	41314	90	48	34699	69	36	34712	13	10	29411	13	8	40632	217	59
FAC MIX PCT:	20.7%			41.5%			31.8%			6.0%			6.0%			100.0%		
SALARY FACTOR:	0.86			0.89			0.91			0.96			0.97			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	60032	11948		46167	11659		37984	11222		36092	1807		30425	1684		47463	36513	337
FAC MIX PCT:	32.7%			31.9%			30.7%			4.9%			4.6%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1992-93 AND 1995-96

In the PUBLIC 1992-93 study in the above table, the discipline/major field of visual and performing arts was reported in 64 of the 212 public institutions. The average salary of the 703 faculty was $38,896. This average salary was approximately 12.8 percent lower than the average salary of $43,874 for all 58,568 faculty in ALL MAJOR FIELDS in the same 1992-93 public study.

For the PUBLIC 1995-96 salary study in the above table, visual and performing arts was reported in 67 of the same 212 public institutions. The average salary of the 717 faculty was $42,872. This average salary was approximately 11.6 percent lower than the average salary of $47,858 for all 60,340 faculty in ALL MAJOR FIELDS in the 1995-96 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of visual and performing arts in the public institutions studied was 10.2 percent ($42,872 minus $38,896 equals $3,976). The CPI of increase cost-of-living between October 1992 and October 1995 was 8.4 percent. In comparison, with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 1.8 percent or an average of .6 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($47,858 minus $43,874 equals $3,984). In comparison to the discipline/major field of visual and performing arts (10.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent less than the faculty in the discipline/major field of visual and performing arts.

In the 1992-93 study the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank: 28 percent vs. 34 percent; in the 1995-96 study it is lower at the professor rank than at the assistant professor rank: 29.3 percent vs. 30.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 33.6 percent vs. 30.3 percent (1992-93) and 33.9 percent vs. 29.5 percent (1995-96).

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1992-93, 2.4 percent (17/703) vs. 4.1 percent (2,434/58,568) and higher in 1995-96, 4.7 percent (34/717) vs. 4.6 percent (2,811/60,340).

RESULTS OF THE TWO PRIVATE STUDIES: 1992-93 AND 1995-96

The PRIVATE 1992-93 salary study in the above table indicates that the discipline/major field of visual and performing arts was reported in 65 of the 337 private institutions. The average salary of the 242 faculty was $36,329, an average salary 18.7 percent lower than the average salary of $43,137 for all 35,291 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

In the PRIVATE 1995-96 salary study in the above table, 59 of the same 337 private institutions reported visual and performing arts. The average salary of the 217 faculty was $40,632, an average salary 16.8 percent lower than the average salary of $47,463 for all 36,513 faculty in ALL MAJOR FIELDS in the 1995-96 private study.

The three-year increase in average salaries for all faculty in visual and performing arts in the private institutions studies was 11.8 percent ($40,632 minus $36,329 equals $4,303). The CPI increased cost-of-living between October 1992 and October 1995 was 8.4 percent. A more realistic increase, therefore, in the average faculty salaries of visual and performing arts over the three-year time period, is 3.4 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.0 percent ($47,463 minus $43,137 equals $4,336). In comparison to visual and performing arts (11.8%), the faculty in ALL MAJOR FIELDS increased their salaries 1.8 percent (11.8% minus 10.0% equals 1.8%) less than faculty in visual and performing arts.

For both studies in the discipline/major field of visual and performing arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 23.1 percent vs. 32.6 percent (1992-93); and 20.7 percent vs. 31.8 percent, (1995-96). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 31.9 percent vs. 31.8 percent (1992-93) and 32.7 percent vs. 30.7 percent (1995-96).

Finally, the hiring rate for new assistant professors in visual and performing arts was lower than the hiring rate in ALL MAJOR FIELDS in the 1992-93 private study: 3.7 percent (9/242) vs. 4.0 percent (1,415/35,291) and higher in the 1995-96 private study: 6 percent (13/217) vs. 4.9 percent (1,807/36,513).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of visual and performing arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1992-93 through the "trend year" of 1995-96. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,879 (1%) faculty in the discipline/major field of visual and performing arts participated and were included in the 51 disciplines /major fields in each of the four studies and in the overall total of 190,712 participating faculty. The same 212 public institutions and the same 337 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of visual and performing arts in 1992-93 were 11 percent and 16 percent below, the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in visual and performing arts in 1995-96 were ten percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1995 CPI reflects a 8.4 percent increase over the October 1992 CPI and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in both the 1992-93 and 1995-96 public and private studies in visual and performing arts, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of visual and performing arts is still an emerging discipline/field in academia.

Finally, the hiring rate for new assistant professors in the 1992-93 public and private studies was lower than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1995-96 public and private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of visual and performing arts has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14